

**COMMITTEE ON THE WELFARE OF  
SCHEDULED CASTES AND  
SCHEDULED TRIBES  
(1994-95)**

**TENTH LOK SABHA**

**FORTY-NINTH REPORT**

**MINISTRY OF PETROLEUM AND  
NATURAL GAS**

**Reservation for and employment of Scheduled Castes and Scheduled Tribes  
in Indian Oil Corporation Limited including reservation for Scheduled  
Castes and Scheduled Tribes in grant of Gas/Petrol Agencies**



सत्यमेव जयते

*Presented to Lok Sabha on 28.4.95  
Laid in Rajya Sabha on 27.4.95*

**LOK SABHA SECRETARIAT  
NEW DELHI**

*Price: Rs. 11.00*

43 R  
49;4

# CONTENTS

<b>COMPOSITION OF THE COMMITTEE .....</b>	<b>PAGE</b>
<b>INTRODUCTION .....</b>	<b>(iii)</b>
	<b>(v)</b>
<b>CHAPTER I      Introductory</b>	
(a)      Organisational Set Up.....	1
(b)      Board of the Directors .....	1
<b>CHAPTER II      Recruitment</b>	
(a)      Reservation in services .....	4
(b)      Recruitment made during the last 3 years .....	5
(c)      Staff Strength and Shortfall .....	7
<b>CHAPTER III      Promotion</b>	
(a)      Promotion Procedure .....	10
(b)      Promotions made during the last three years .....	10
<b>CHAPTER IV      Measures to Improve Reservation</b>	
(a)      False Caste Certificates .....	14
(b)      Redressal of Complaints/Grievances .....	14
(c)      Training Abroad .....	15
(d)      Deputation .....	17
(e)      Secondment to Foreign Companies .....	18
(f)      Pre-Recruitment Training .....	18
<b>APPENDIX      Summary of Conclusions/Recommendations</b>	<b>20</b>

# COMPOSITION OF THE COMMITTEE ON THE WELFARE OF SCHEDULED CASTES & SCHEDULED TRIBES (1994-95)

**Shri Paras Ram Bhardwaj—Chairman**

## **MEMBERS**

### **LOK SABHA**

2. Smt. Dil Kumari Bhandari
3. Shri Bapu Hari Chaure
4. Shri Harchand Singh
5. Smt. Kamala Kumari Karreodula
6. Shri Ganga Ram Koli
7. Shri Purna Chandra Malik
8. Shri Bheru Lal Meena
9. Shri K.H. Muniyappa
10. Shri Lalit Oraon
11. Dr. (Smt.) Padma Nammalvar
12. Shri Chhedi Paswan
13. Shri Raj Narain
14. Shri Premchand Ram
- \*15. Shri Arjun Charan Sethi
16. Dr. (Smt.) K.S. Soundaram
17. Shri Kodikkunnil Suresh
18. Dr. Ramesh Chand Tomar
19. Shri Phool Chand Verma
20. Shri Manikrao Hodlya Gavit

### **RAJYA SABHA**

21. Shri Raj Babbar
22. Shri Ram Deo Bhandari
23. Shri Gaya Singh
- \*24. Shri Hiphei
25. Shri Satya Prakash Malaviya
26. Kumari Mayawati
27. Shri V. Narayanasamy
28. Shri Kameshwar Paswan
29. Shri Ram Ratan Ram
30. Shri S.S. Surjewala

## **SECRETARIAT**

1. Shri S.N. Mishra — *Additional Secretary*
2. Shri G.C. Malhotra — *Joint Secretary*
3. Shri Babu Ram — *Deputy Secretary*

---

\*Ceased to be member of the Committee on his resignation from Lok Sabha w.e.f. 24 March, 1995.

## 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 49th Report (Tenth Lok Sabha) on Reservation for and Employment of Scheduled Castes and Scheduled Tribes in Indian Oil Corporation Limited including reservation for SCs and STs in grant of Gas/Petrol Agencies.

2. The Committee took evidence of the representatives of the Ministry of Petroleum and Natural Gas and Indian Oil Corporation Limited on 16 February, 1995. The Committee wish to express their thanks to the Officers of the Ministry and Indian Oil Corporation for placing before the Committee material and information, the Committee wanted in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee on 25 April, 1995.

4. A summary of conclusions/recommendations contained in the Report is appended.

NEW DELHI;  
April, 1995  

---

Vaisakha 1917 (s)

PARAS RAM BHARDWAJ,  
*Chairman,*  
*Committee on the Welfare of*  
*Scheduled Castes and Scheduled Tribes.*

## **CHAPTER I**

### **INTRODUCTORY**

#### **(a) Organisational set up**

1.1 The Committee have been informed that the Indian Oil Corporation Limited (IOCL) was established in 1964 with its registered office at Bombay. IOCL has 3 divisions, namely, Refineries and pipelines Division, Marketing Division and Assam Oil Division, besides the Corporate Office and Research and Development Centre.

1.2 The Corporation is managed by the Chairman and five whole time Directors namely, Director (Marketing), Director (Refineries & Pipelines), Director (Research and Development), Director (Personnel) and Director (Finance). The Refineries and Pipelines Division is headed by Director (R&P) and Marketing Division by Director (Marketing). Director (R&P) is also the Director-incharge of the Assam Oil Division. Research and Development Centre is headed by Director (R&P).

1.3 Refineries & Pipelines Divisions have five operating refineries at Guwahati (Assam), Barauni (Bihar), Jawaharnagar (Gujarat), Haldia (West Bengal) and Mathura (U.P.), besides a network of crude oil and product pipelines. The latest refinery under construction is located at Panipat in Haryana State.

1.4 Digboi Refinery in Assam previously operated by the erstwhile Assam Oil Company, now forms part of Assam Oil Division of Indian Oil Corporation. It also deals with Marketing operations in North-Eastern India.

1.5 The Pipeline Wing and each of the above refineries is headed by an Executive Director/General Manager who reports directly to Director (R&P). In addition various group/departmental heads in respective disciplines at (R&P) Head quarters also report to Director (R&P).

1.6 The Marketing Division with its Head Office at Bombay has four Regional Offices at Delhi, Bomaby, Calcutta and Madras, each headed by an Executive Director. Under each region, there are Division Offices, LPG Area Offices, Installations, Depots, LPG Bottling Plants and Aviation Fueling Stations. The Executive Directors of the Regions and Group/Departmental heads report to Director (Marketing).

#### **(b) Board of Directors**

1.7 The Committee have been informed that as on 25.8.1994, there are 8 Directors in the Board of Directors of Indian Oil Corporation.

1.8 On being asked about the procedure for selection and appointment of Functional and part-time Directors it has been stated that the posts of Functional Directors on the Board of IOCL are filled on the recommendations of the Public Enterprises Selection Board (PESB). The vacancy is reported well in advance to the PESB. The recommendation of the PESB is considered in the Ministry and after obtaining the approval of the Appointment Committee of the Cabinet (ACC), the candidate is appointed.

1.9 It has been further informed that the part time Government Directors are appointed on the Board of IOC by the Ministry of Petroleum and Natural Gas, as per the provision of the Articles of Associations of the Company.

1.10 On being questioned whether any member in the Board of Directors belong to SC/ST community, it has been stated that one of the part time directors belongs to Scheduled Caste.

1.11 The Committee further enquired about the policy of the Government regarding appointment of SC/ST persons on the Board of Directors, it has been replied that as per the existing policy of the Government formulated by the DPE persons with proven ability in the fields of Administration, Finance, Industry etc. are considered for appointment as whole time Functional Directors of PSUs with a view to making the Boards more professional. It is the endeavour of the Ministry to appoint one SC/ST whole time or part time Director on the Board of the IOC. It has been further stated that there is no reservation of SC/ST in the Board of Directors of IOCL.

1.12 The Committee observe that the posts of functional Directors on the Board of IOC are filled on the recommendations of the Public Enterprises Selection Board (PESB). The recommendation of the PESB is considered in the Ministry and after obtaining the approval of the Appointment Committee of the Cabinet, the candidate is appointed. The Committee further note that the part time Directors are appointed on the Board of IOC by the Ministry of Petroleum and Natural Gas, as per the provision of the Articles of Associations of the Company.

1.13 The Committee note that one of the part time Directors belongs to Scheduled Caste but there is no provision of appointing any Director belonging to SC/ST on the Board of Directors. The Committee regret to note that at present there are 5 functional directors but none of them is belonging to SC/ST.

1.14 As per para 2.1 of the Brochure on reservation for SCs and STs (8th Edition) brought out by the Ministry of Personnel, Public Grievances and Pensions, there is reservation of 15% and 7.5% for SCs and STs in all appointment to group A posts filled by direct recruitment through nomination/advertisement.

1.15 The Committee further note that the post of Functional Directors on the Board of IOCL has not been exempted from the purview of reservation orders (Para 3.2 of the Brochure). Therefore, not providing reservation for appointment to the post of functional director is not in accordance with the provision of reservation policy of the Government of India.

1.16 The Committee is of the view that with serious efforts, it should not be difficult for the Ministry to find out a person of merit and competence and SC/ST categories for inclusion in the Board of Directors. The Committee, therefore, recommend that henceforth all appointments of Functional Directors should be made as per the provision of rosters prescribed for Group A posts.





(b) Recruitment made during the last 3 years

2.3 Year-wise recruitment made by IOCL during the last 3 years is as under:

Year	Category of Posts	Total No. of vacancies Occurred	Total No. of vacancies actually filled	No. of Vacancies reserved for SC		No. of Vacancies reserved for ST		No. of Candidates appointed		No. of Vacancies carried/forward backlog vacancies	
				Carried forward from previous year	Reserved during the year	Total	Carried forward from the year previous year	Reserved during the year	Total	SC	ST
1992	Group A	428	417	20	61	81	26	29	55	64	11
	Group C	672	667	20	98	118	28	70	98	110	62
	Group D	330	335	17	44	61	33	15	48	95	25
	(incl. Sweepers)										
	Group D (Sweepers)	2	2	—	—	—	2	—	2	2	—
1993	Group A	395	395	18	60	78	44	31	75	80	60
	Group C	496	496	22	90	112	37	58	95	110	86
	Group D	343	343	10	59	69	23	38	61	79	56
	(incl. Sweepers)										
	Group D (Sweepers)	7	7	—	—	—	2	—	2	3	3
1994	Group A	358	345	1	53	54	12	26	38	67	25
	Group C	307	306	13	52	65	8	32	40	70	42
	Group D	248	244	2	36	38	3	18	21	44	15
	(incl. Sweepers)										
	Group D (Sweepers)	25	23	—	—	—	—	2	2	10	1
										34	

2.4 The recruitment made by IOCL from 1992 to 1994 has shown that a large number of vacancies in all categories of posts in respect of SCs and STs has been carried forward. It is clear from the figures that 156,39 and 34 posts relating to SCs and STs have been carried forward to the years 1993, 1994 and 1995. respectively.

2.5 From the statement of year wise recruitment for the last three years furnished to the Committee, it has been observed that the carry forward vacancies in Group 'A' was 62, 13, and 16, in Group 'C' 59, 21 and 9 and in Group 'D' 35,5 and 9 during 1992, 93 & 94 respectively.

2.6 On being asked to explain the reasons for this large number of carried forward vacancies in respect of SCs and STs during the last 3 years in all the categories. The Committee were informed that sufficient number of SC/ST candidates were not available in certain categories of posts in spite of wide publicity and major relaxations. The other reason stated was non acceptance of appointment offers by selected SC/ST candidates.

2.7 The Committee were further informed that to overcome the carried forward vacancies, IOCL held discussions with the officials of National Commission for SC/ST, who opined that to eliminate dead backlog wherever possible recruitment at the entry levels under group 'C' may be made to cope up with the existing dead backlog under Group 'B'/C'. With this arrangement IOCL could appoint 14 SCs and 34 STs against dead backlog.

2.8 From the statement, it is also observed that the backlog vacancies for SCs and STs in Group 'A' posts during 1993 were 13 which increased to 16 in 1994, the reason stated for backlog is non-availability of suitable SC/ST candidates in the fields of Management/Engineer Trainees, Medical Officers, Accounts Officers, Boilers, Engineers, Research officers etc. Non acceptance of offers by 22 SC and 7 ST candidates during 1991 to 1993 has further accentuated the problem.

2.9 It is observed from the statement that the backlog vacancies in Group 'C' for SCs and STs were 21 in 1993 and 9 in 1994. The Committee were informed that the shortfall in group C services was the combined effect of various rosters maintained in different States where the offices/units of IOCL are located and the backlog at one place cannot be interchanged with the backlog at other place. The main reason stated for shortfall in Group C is non-availability of suitable candidates in the categories like Asstt. Chemists, operators, technicians etc. Non acceptance of offers by SC/ST candidates existed in this category also.

2.10 The Committee observed that shortfall in Group D has increased from 5 in 1993 to 9 in 1994. The IOCL assured that this will be cleared by recruiting required number at Barauni Refinery and Marketing Division.

2.11 When the Committee wanted to know what special measures were taken to overcome the shortfall of SC/ST in IOC, it was replied that the

backlog figures which were 39 as on 31.12.1993 has been reduced to 20 as on 1.1.1995. The backlog of 1 SCs and 6 STs exists in Group A services i.e. Research Officer, Management Trainees. The backlog of 5 SCs and 2 STs exist in Group C services i.e. Overseer/Engineering Assistant Pharmacist, Technical Gr. V, Operator D, Typist-Clerk. The backlog of 1 SC and 5 STs is still existing in Group D.

2.12 The Committee were informed that the offers in favour of 4 STs in Group A and 3 STs in Group D have already been issued and candidates are expected to join by the end of March, 95.

2.13 The Committee were also informed that to overcome the shortfall of SC/ST in OICL 47 SC/ST candidates in non-officers category were recruited as trainees on concessional ground during 1991-94, of which 40 were absorbed against regular vacancies and 2 who deserted training without notice could not be offered employment. Remaining 5 candidates who are presently under going training would be offered employment subject to their completing the training successfully in the year 1995.

2.14 When the Committee wanted to know by what time the backlog is expected to be wiped out, it was stated that IOCL proposes to undertake Special Recruitment Drive (SRD) in order to clear the remaining backlog and it is expected to be cleared by 30.9.1995.

2.15 On being questioned by the Committee about the backlog the Chairman IOCL explained "At present no vacancy exists in the grade of Engg. Asstt., Typist-Clerk etc. We will take up this when there is a vacancy. Total production in the Barauni Refinery of IOCL is 3.3 million tonne. But we have achieved only 2.2 million tonne. Once we achieve production of 3.3 million tonne we will fill up the vacancy. Besides, all sincere efforts are being done to see that the backlog is filled up. We will take note of your guidance."

#### (c) Staff Strength and Shortfalls

2.16 The Staff strength and the shortfalls in all the categories of posts as on 1.1.1993, 1.1.1994 and 1.1.1995 was stated to be as under:—

Year	Group of post	Total No. of employees	Number of		Percentage of	
			SC	ST	SC	ST
1	2	3	4	5	6	7
1.1.93	A (lowest rung)	2854	399	95	13.98	3.33
	B	3030	275	62	9.08	2.05
	C	19116	3200	1111	16.74	5.81
	D (Excluding Sweepers)	3148	738	254	23.44	8.07
	D (Sweepers)	152	127	7	83.55	4.61

1	2	3	4	5	6	7
1.1.94	A (lowest rung)	2853	417	151	14.61	5.29
	B	3333	320	87	9.60	2.61
	C	19613	3464	1222	17.66	6.23
	D (Excluding Sweepers)	2323	553	232	23.80	9.99
	D(Sweepers)	118	86	9	72.88	7.63
1.1.95	A (lowest rung)	2870	456	148	15.88	5.15
	B	3662	393	101	10.73	2.75
	C	19461	3575	1286	18.37	6.60
	D (Excluding Sweepers)	1924	451	180	23.44	9.35
	D(Sweepers)	101	62	6	61.3	5.94

2.17 It is observed from the figures of staff strength that the per cent of SCs and STs in Group A services as on 1.1.93 were 13.98 and 3.33 respectively. The representation of SCs and STs improved to 14.61% and 5.29% respectively as on 1.1.94 and 15.88 and 5.15 as on 1.1.95. It is concluded that there is an increasing trend in the percentage of SC/ST employees in IOCL during the last 3 years. If the figures of SC/ST staff strength are observed in Group 'B' services during the last three years, it is analysed that the percentage of SC/ST staff was 11.13 as on 1.1.93 which increased to 12.21 as on 1.1.94 and to 13.48 as on 1.1.95. The representation of SCs and STs in grade C and D is more than the prescribed percentage.

2.18 When the Committee asked the reasons for the shortfall, it was informed that shortfall was to be compared with reference to the recruitment made after 1971 when the Presidential Directives on SC/ST were made applicable and not with reference to manpower strength as existing today. The Presidential directives came into force in IOCL on 24.3.71, in all 28,325 candidates have been recruited in various categories against which 5311 SCs and 2155 STs i.e. 18.75% and 7.6% respectively have been recruited as against 15% for SC and 7.5% for ST. The reservation quota has thus been fully achieved.

2.19 The Committee note that despite the massive recruitment exercise including SRD undertaken by IOCL during the years 1992, 1993, and 1994, to fill up the backlog vacancies of SCs/STs. The backlog of SCs and STs in Group A, card D posts still exists. The position has improved which is evident from the backlog figure. The backlog figures for SCs & STs in all the categories were 50 and 106 respectively in 1992 which has been reduced to 9 and 25 respectively in 1994. The backlog position in respect of ST candidates particularly has been found worse especially in grade A services.

**The reason of non-availability of SC/ST candidates is not convincing. The representatives of IOCL explained during evidence that all sincere efforts are being made to clear the backlog by 30.9.95. The Committee, therefore, recommend that sincere efforts should be made by IOCL to wipe out the backlog at the earliest as assured by the representatives of IOCL.**

## CHAPTER III

### PROMOTION

#### (a) Promotion Procedure

3.1 The Committee were informed that promotions of employees to various categories of posts in the IOCL upto the lowest rung of group 'A' were made in terms of Promotion Policy agreed to between the Management and Unions under settlements. The promotions are effected on the basis of weightage assigned to seniority, performance (as per ACR) and qualification. An employee, has to complete minimum eligibility period of 4 years in his existing grade as on 30th June in the year of promotion for being eligible to be considered for promotion.

3.2 On being asked about the concession/relaxations given to SC/ST employees while considering them for promotion, it was replied that for promotion by selection within Group 'A' posts, carrying the ultimate salary of Rs. 6900/- p.m. or less (revised), there was no reservation. However, if an SC/ST officer eligible for promotion is senior enough so as to be within the number of vacancies, he is promoted against one of the vacancies provided he is not considered unfit for such promotion.

#### (b) Promotion made during the last 3 years

3.3 The Committee were informed that the total number of employees promoted in IOCL in various groups of posts during 1992, 1993 and 1994 and the number of SCs and STs amongst them was as under:

Category of Posts/Years	Total no. of Employees promoted	No. of Posts filled		Percentage of		No. of backlog vacancies/ shortfall	
		SC	ST	SC	ST	SC	ST
<i>From Group B to A</i>							
1992	297	52	17	17.50	5.72	-7	5
1993	274	35	13	12.77	4.74	6	8
1994	208	30	11	14.42	5.28	1	5

Category of Posts/Years	Total no. of Employees promoted	No. of Posts filled		Percentage of		No. of backlog vacancies/shortfall	
		SC	ST	SC	ST	SC	ST
<i>From Group C to B</i>							
1992	566	91	21	16.07	3.71	-6	21
1993	536	86	23	16.04	4.29	-6	17
1994	598	91	25	15.21	4.18	-1	20
<i>From Group D to C and within Group C</i>							
1992	1627	244	120	15.00	7.37	0	2
1993	1503	232	93	15.43	6.18	-7	20
1994	1497	274	119	18.30	7.94	-49	-7

3.4 It would be seen from the above statement that the shortfall of SCs and STs in promotion from Group B to A was 1 and 5 respectively and 20 STs in case of promotion from Group C to B during 1994.

3.5 On being asked the reasons for these shortfalls it was stated that non-availability of required number of eligible SC/ST employees in respective feeder cadres for promotion, and wide variation in the prescribed percentages of reservation in direct recruitment and promotion rosters in some of the States are the major reasons for shortfall. Besides, IOCL is a multi-unit Organisation with separate employee seniority. Rosters are maintained separately for each unit, and, therefore, any additional SC/ST employees available at one location cannot be adjusted at other location.

3.6 When the Committee enquired by what time the shortfalls are likely to be cleared, it was replied that the shortfalls could be cleared to the extent of availability of eligible SC/ST employees in respective feeder cadres for promotion.

3.7 On being questioned by the Committee whether pre-promotion training was provided to SC/ST candidates to make them suitable for promotion, it was replied that each region/unit of the corporation has its own training centre where various in-house training programmes are conducted for all employees, including SC/ST, at various levels.

3.8 The Committee further wanted to know the number of SC/ST officers who have been superseded by general candidates during the last 3 years and measures taken to bring them upto the required standard. It was replied that no SC/ST officer who was senior enough to be within the number of vacancies was superseded. Since the promotion policy followed in IOCL was basically merit-oriented which provide for open competition amongst all eligible officers belonging to general as well as

SC/ST category. It was further stated that candidates belonging to both general as well as SC/ST categories were technically superseded by their better-qualified and better-rated colleagues.

3.9 The number of SC/ST candidates as well as general candidates who were technically superseded by their better qualified colleagues during the last 3 years were as under:

Division	1992			1993			1994		
	SC	ST	Gen.	SC	ST	Gen.	SC	ST	Gen.
R&P	29	5	332	20	5	285	32	7	373
Marketing	40	6	1013	50	11	774	72	24	867
Total	69	11	1345	70	16	1059	104	31	1240
	80			86			135		

3.10 It has been observed from the figures that the SC/ST employees technically superseded during 1992 were 80 which increased to 86 in 1993 and 135 in 1994. When the Committee enquired about the measures taken to bring SC/ST officers to improve their performance, it was stated that specialised trainings were conducted for all grades of officers to improve their knowledge and skill. The IOCL has also introduced an incentive scheme under which monetary awards are given to employees for acquiring higher levels of qualification.

3.11 On being asked by the Committee on de-reservation it was informed that the de-reservation was mainly due to non-availability of eligible SC/ST employees in the concerned feeder cadres.

3.12 The Committee were further informed that the following number of reserved vacancies in promotion lapsed during 1991, 1992 and 1993:

Year	From Group B to A		From Group C to B		From Group D to C and within Group C		Total
	SC	ST	SC	ST	SC	ST	
1991	8	7	31	17	14	13	90
1992	6	6	10	14	16	18	70
1993	5	3	8	4	15	16	51



3.13 It is observed from the figures that 90 reserved posts in promotion lapsed in 1991, 70 in 1992 and 51 in 1993. On being asked about the special efforts made by the IOCL to avoid lapse of reserved posts in promotion, the IOCL suggested to bring at par the percentage of reservation in direct recruitment, as well as promotion grouping of posts and Exchange of reservation between SC and ST employees in the same year of promotion.

3.14 The Committee note with concern that there has been a shortfall of 5 STs in the category of promotion from Group B to Group A posts and 20 STs from Group C to B in IOCL during 1994. The Committee also note with dismay that 90 posts reserved for SCs/STs in promotion lapsed in 1991, 70 in 1992 and 51 in 1993. The usual plea of non-availability of suitable SC/ST candidates is hardly convincing. The Committee desire that IOCL should clear the shortfall in promotions in respect of STs at the earliest, if possible by relaxing the minimum qualifying period of service for ST candidates so that there is no occasion for shortfall or backlog of reserved vacancies. The Committee also recommend that to overcome the non-availability of eligible ST candidates, in the feeder cadre the promotional posts should temporarily be diverted to direct recruitment.

3.15 The Committee also regret to note that 301 SC/ST employees were superseded during 1992-94. The cases of supersession of SC/ST employees were 80 in, 1992 which increased to 86 in 1993 and 135 in 1994. Though the IOCL has been providing the specialised training and monetary awards to SCs/STs to improve their performance, the increasing trend of supersession is a matter of concern. The Committee recommend that IOCL should make all out efforts to avoid supersession of SCs/STs.

## **CHAPTER IV**

### **MEASURES TO IMPROVE RESERVATION**

#### **(a) False Caste Certificates**

4.1 The Committee were informed that there were 8 cases of false caste certificates in the IOCL out of which the services of four employees were terminated, 3 cases are pending before the High Court of Madras and remaining one case is presently under investigation by the District Authority.

4.2 The Committee, were also informed that besides, the instances of obtaining employment in the IOCL on the basis of false caste certificate, there are instances where people have obtained gas/petrol agencies on the basis of false caste certificates. When the Committee enquired the verification of caste certificates for issuing gas/petrol agencies has been not dealt seriously, the representatives of the Ministry replied:

“I have made a note of it. I will look into it.”

4.3 The Committee note with concern that there were 8 instances of false caste certificates in IOCL out of which 3 cases are pending before the High Court of Madras and one case is under investigation by the District Authority. The Committee desire that the matter should be pursued vigorously by the IOCL for early verification of the certificates and early disposal of pending court cases so that genuine SCs and STs are not deprived of their Constitutional rights.

#### **(b) Redressal of Complaints/Grievances**

4.4 when the Committee wanted to know the procedure for redressal of grievances of SC/ST employees in IOCL, it was replied that a SC/ST cell is functioning at each unit under the control of the Liaison Officer for speedy redressal of the grievances. Apart from this, a grievance register is also maintained for registering grievances received from SC/ST employees in order to ensure prompt disposal of their grievances.

4.5 On being enquired by the Committee about the number of complaints received from SC/ST employees during the last 3 it was stated

that the following complaints/grievances were received during the year 1991 to 1993:—

Unit/Establishment	No. of Complaints Received from SC/ST		
	1991	1992	1993
R&P Division	14	6	8
Assam Oil Division	—	—	—
R&D Centre	—	1	1
Marketing Division	17	3	4
Total	31	10	13

4.6 When asked about the nature of these complaints and the time taken for their disposal, it was replied that the complaints received from SC/ST employees mainly pertain to transfer and promotion and the same are cleared at the earliest, and none is pending with them at present.

4.7 The Committee learn that the majority of the complaints received from SC/ST employees of IOCL relate to R & P Division and marketing division. The Committee also note that the total complaints received from SCs/STs were 31 in 1991, 10 in 1992 and 13 in 1993. The Committee further note that the grievances/complaints mainly pertain to transfer and promotion. The Committee, therefore, recommend that the complaints of SC/ST employees relating to promotion and transfer should be considered sympathetically by the authorities concerned.

#### (c) Training Abroad

4.8 The Committee have been informed that employees are nominated for technical and general management training programmes under UNDP/UNIDO/COLOMBO Plan etc. However the final selections are made by concerned training institutions themselves, out of the nominees recommended. While making nomination, normally senior executives with appropriate qualifications, experience and aptitude are considered. Since the availability of senior executives belonging to SC/ST are limited, this factor also gets reflected in the final select list.

4.9 When the Committee wanted to know about the total number of employees sent abroad for training/seminars/symposia/conferences etc.

and SC/ST among them during the last three years it was stated that following employees were sent abroad for training/seminars/symposia/conference etc. during 1991 to 1993:—

Year	Training			Seminar/Symposia/Conferences		
	Total	SC	ST	Total	SC	ST
1991	16	—	—	14	1	—
1992	26	1	—	22	1	—
1993	10	1	—	17	—	—

4.10 It is observed from the figures that out of 30 employees deputed for training abroad or attended seminars/symposia/conferences in 1991 one belongs to SC/ST out of 48 employees sent abroad during 1992, only 2 were SCs. In 1993 the position further deteriorated when out of 27, only one SC was sent abroad for training.

4.11 On being asked about sending less number of SCs/STs for training abroad, the Committee were informed during evidence that only senior officers are sent for training abroad. At present IOCL has very few senior officers belonging to SCs/STs. As soon as officers of SCs/STs are available at senior level they will be considered for training abroad.

4.12 On being enquired about special measures taken to improve the representation of SCs & STs for training abroad, it was replied that a large number of SC/ST candidates have been employed at the induction level i.e. salary grade 'A' and, therefore, representation in the higher executive level is expected to improve in the years to come. It has been further added that the criterion for nomination of executives for training abroad is under consideration for moderation, in order to give appropriate relaxation to SC/ST executives and consequently improve their representation in the nominations being considered for training abroad.

4.13 When the Committee desired to know whether these specialised trainings are beneficial to the employees, it was stated that these specialised trainings are beneficial to the candidates as such trainings are basically aimed at broadening the horizon of the executive and also to impart knowledge and skills which are necessary to make him effective in the organisation. The candidates returning from training abroad are required to draw up action plans to be executed by them for overall organisational development.

4.14 The Committee are unhappy to note that out of 105 employees who were deputed abroad for training or who attended seminars/symposia/conferences during 1991 to 1993, the representation of SCs and STs was 4 and nil respectively. The reason attributed for non-availability of SC/ST personnel at senior executive level is not convincing. The Committee feel

that sincere efforts have not been made by IOCL in making SC/ST personnel available for training abroad.

4.15 The Committee recommend that the criteria for nomination of executives for training abroad should be suitably relaxed to make SC/ST officers available for training abroad. The Committee further recommend that the IOCL should ensure that an adequate number of SC and ST employees are deputed for training abroad or for attending seminars/symposia/conferences.

#### (d) Deputation

4.16 The Committee were informed that out of 51 posts currently filled up in IOC on deputation from other Government Departments, 10 posts are held by SC/ST persons. Similarly, the employees of IOC sent on deputation to other Departments are as under :

Year	Total	SC	ST
1992	44	5	—
1993	45	4	2
1994	13	1	—

4.17 As per the information furnished to the Committee, it is observed that out of 44 employees sent on deputation in 1992, 5 belonged to SC category and none from ST category, in 1993, out of 45 employees SCs and STs were 4 and 2 respectively and in 1994, out of 13 employees, SCs and STs were 1 and nil respectively.

4.18 When the Committee asked the reasons for not sending any ST employee on deputation during 1992 and 1994, it was stated that the selection for deputation is made by borrowing organisation. IOCL does not have any decision-making role except sponsoring the names of suitable candidates meeting the requirements prescribed by them.

4.19 The Committee note with concern that out of 121 employees of IOCL who are on deputation to other Departments during 1992 to 1994, 13 belonged to SCs and only 2 to STs. The reason for this poor representation of SCs and STs is stated to be that the selection for deputation is made by borrowing organisation and IOCL does not have any decision making role except sponsoring the names of suitable candidates. The Committee recommend the IOCL to consider favourably the cases of SC/ST candidates for sponsoring them for deputation to other Departments so that the representation of these weaker sections of the society could be improved.

**(e) Secondment to Foreign Companies**

4.20 The Committee were informed the number of officers selected by other institutions for secondment to foreign companies are as under :

Year	Total	SC	ST
1992	23	2	—
1993	30	1	—
1994	21	3	—

4.21 It is observed from the figures that in the year 1992 out of 23 employees selected by other institutions for secondment to foreign companies, two belonged to SCs category, in 1993, out of 30, only one belonged to SC and in 1994, out of 21, only 3 were SCs but none was from STs during these three years.

4.22 When the Committee wanted to know the reasons as to why the number of general candidates for secondment abroad are increasing and those of SCs and STs not improving, it was stated that IOCL has no control on the selection of employees for secondment on foreign assignment as it is done by Petroleum India International, which is a consortium of Petroleum Undertaking in India. The list of eligible employees are forwarded by Member Companies to Petroleum India International, which in turn makes the final selection in consultation with the borrowing foreign companies.

4.23 The Committee note with concern that out of 74 employees selected by other institutions for secondment to foreign companies, there were 6 from SC category and none from ST category. The reason given was that IOCL has no say in final selection of its employees is not acceptable. The Committee also note that the names of employees for secondment abroad are forwarded by member companies to Petroleum India International which makes the final selection. The Committee, therefore, recommend that henceforth the IOCL should consider the cases of eligible SC/ST employees favourably for secondment abroad.

**(f) Pre-recruitment Training**

4.24 The Committee were informed that IOCL provides pre-recruitment training to SC/ST candidates for stenographer, typist-clerk and operator/instrument technician on a consolidated stipend for a specified period. It was also stated that these trainings are provided to SC/ST candidates on relaxed standards. Later, they are absorbed against regular reserved vacancies subject to passing skill/trade tests as per job specification prescribed for SC/ST candidates.

4.25 On going about the number of SC/ST candidates provided pre-recruitment training during the last 3 years it was stated that the following SC/ST candidates were provided pre-recruitment training during 1991 to 1993:—

Year	SC	ST	Total
1991	5	5	10
1992	4	2	6
1993	8	18	26
1994	1	4	5
	18	29	47

4.26 The Committee note that 47 SC/ST candidates were provided pre-recruitment training during 1991 to 1994. Out of 47 SC/ST candidates enrolled for pre-recruitment training, 40 SC/ST candidates who completed their training successfully were absorbed in the regular scale. The remaining two candidates who deserted the training were not absorbed. It has been further added that 5 trainees (1 SC & 4 ST) have been engaged during 1995, they will be absorbed during 1995 itself. Their absorption will be subject to their completing the training. The Committee appreciate the efforts on the part of IOCL in absorbing 40 SC/ST candidates who completed their training successfully during the last three years. The Committee hope that IOCL would maintain that spirit in future also.

## APPENDIX

(Vide Para 4 of Introduction)

Sl. No.	Reference to Para No. in the Report	Summary of Conclusions/Recommendations contained in the Report
1	2	3
1.	1.12	The Committee observe that the posts of functional Directors on the Board of IOC are filled on the recommendations of the Public Enterprises Selection Board (PESB). The recommendation of the PESB is considered in the Ministry and after obtaining the approval of the Appointment Committee of the Cabinet, the candidate is appointed. The Committee further note that the Part time Directors are appointed on the Board of IOC by the Ministry of Petroleum and Natural Gas, as per the provision of the Articles of Associations of the Company.
2.	1.13	The Committee note that one of the part time Directors belongs to Scheduled Caste but there is no provision of appointing any Director belonging to SC/ST on the Board of Directors. The Committee regret to note that at present there are 8 functional directors but none of them is belonging to SC/ST.
3.	1.14	As per para 2.1 of the Brochure on reservation for SCs and STs (8th Edition) brought out by the Ministry of Personnel, Public Grievances and Pensions, there is reservation of 15% and 7.5% for SCs and STs in all appointment to Group A posts filled by direct recruitment through nomination/advertisement.
4.	1.15	The Committee further note that the post of Functional Directors on the Board of IOCL has not been exempted from the purview of reservation orders (Para 3.2 of the Brochure). Therefore, the reply of the Ministry that there is no reservation for appointment to the post of Functional Directors is not in accordance



1	2	3
		with the provision of reservation policy of the Government of India.
5.	1.16	The Committee is of the view that with serious efforts, it should not be difficult for the Ministry to find out a person of merit and competence from SC/ST categories for inclusion in the Board of Directors. The Committee, therefore, recommend that henceforth all appointments of Functional Directors should be made as per the provision of rosters prescribed for Group A posts.
6.	2.19	The Committee note that despite the massive recruitment exercise including SRD undertaken by IOCL during the years 1992, 1993 and 1994, to fill up the backlog vacancies of SCs/STs. The backlog of SCs and STs in Group A, C and D posts still exists. The position has improved much which is evident from the backlog figures. The backlog figures for SCs and STs in all the categories were 20 and 71 respectively in 1992 which has reduced to 14 and 34 respectively in 1994. The backlog position in respect of ST candidates particularly has been found worse especially in Grade A services. The reason of non-availability of SC/ST candidates is not convincing. The representatives of IOCL explained during evidence that all sincere efforts are being made to clear the backlog by 30.9.95. The Committee, therefore, recommend that sincere efforts should be made by IOCL to wipe out the backlog at the earliest as assured by the representatives of IOCL.
7.	3.14	The Committee note with concern that there has been a shortfall of 5 STs in the category of promotion from Group B to Group A posts and 20 STs from Group C to B in IOCL during 1994. The Committee also note with dismay that 90 posts reserved for SCs/STs in promotion lapsed in 1991, 70 in 1992 and 51 in 1993. The usual plea of non-availability of suitable SC/ST candidates is hardly convincing. The Committee desire that IOCL should clear the shortfall in promotions in respect of STs at the earliest, if possible by relaxing the

1	2	3
		<p>minimum qualifying period of service for ST candidates so that there is no occasion for shortfall or backlog of reserved vacancies. The Committee also recommend that to overcome the non-availability of eligible ST candidates, in the feeder cadre the promotional posts should temporarily be diverted to direct recruitment.</p>
8.	3.15	<p>The Committee also regret to note that 301 SC/ST employees were superseded in technical grades during 1992-94. The cases of supersession of SC/ST employees were 80 in 1992 which increased to 86 in 1993 and 135 in 1994. Though the IOCL has been providing the specialised training and monetary awards to SCs/STs to improve their performance, the increasing trend of supersession cases is alarming. The Committee recommend the IOCL to make all out efforts to avoid supersession of SCs/STs in technical grades.</p>
9.	4.3	<p>The Committee feel unhappy to note that there were 8 instances of false caste certificates in IOCL out of which 3 cases are pending before the High Court of Madras and one case is under investigation by the District Authority. The Committee desire that the matter should be pursued vigorously by the IOCL for early verification of the certificates and early disposal of pending court cases so that genuine SCs and STs are not deprived of their Constitutional rights.</p>
10.	4.7	<p>The Committee learn that the majority of the complaints received from SC/ST employees of IOCL relate to R &amp; P Division and marketing division. The Committee also note that the total complaints received from SCs/STs were 31 in 1991, 10 in 1992 and 13 in 1993. The Committee further note that the grievances/complaints mainly pertain to transfer and promotion. The Committee feel that due to the social status of SCs/STs it becomes difficult for them to get accommodation in remote areas. The Committee, therefore, recommend that the complaints of SC/ST employees relating to promotion and transfer should be considered sympathetically by the authorities concerned.</p>
11.	4.14	<p>The Committee are unhappy to note that out of 105 employees who were deputed abroad for training or who attended seminars/symposia/conferences during</p>

1	2	3
		1991 to 1993, the representation of SCs and STs was 4 and nil respectively. The reason attributed for this is non-availability of SC/ST personnel at senior executive level is not convincing. The Committee feel that sincere efforts have not been made by IOCL in making SC/ST personnel available for training abroad.
12.	4.15	The Committee recommend that the criteria for nomination of executives for training abroad should be suitably relaxed to make SC/ST officers available for training abroad. The Committee further recommend that the IOCL should ensure that an adequate number of SC and ST employees are deputed for training abroad or for attending seminars/symposia/conferences.
13.	4.19	The Committee note with concern that out of 121 employees of IOCL who are on deputation to other departments during 1992 to 1994, 13 belonged to SCs and only 2 to STs. The reason for this poor representation of SCs and STs stated to be that the selection for deputation is made borrowing organisation and IOCL does not have any decision making role except sponsoring the names of such candidates. The Committee recommend the IOCL to consider favourably the cases of SC/ST candidates for sponsoring for deputation to other departments so that representation of these weaker sections of the society be improved.
14.	4.23	The Committee note with concern that out of 74 employees selected by other institutions for secondment to foreign companies, there were 6 from SC category and none from ST category. The reason that IOCL has no say in final selection of its employees is not acceptable. The Committee also note that the names of employees for secondment abroad are forwarded by member companies to Petroleum India International which makes the final selection. The Committee, therefore, recommend that henceforth the IOCL should consider the cases of eligible SC/ST employees favourably for secondment abroad.
15.	4.26	The Committee note that 47 SC/ST candidates were provided pre-recruitment training during 1991 to 1994. Out of 27 SC/ST candidates enrolled for pre-recruitment training, 40 SC/ST candidates who completed

---

1

2

3

---

their training successfully were absorbed in the regular scale. The remaining two candidates who deserted the training were not absorbed. It has been further added that 5 trainees (1 SC & 4 ST) have been engaged during 1995, they will be absorbed during 1995 itself. Their absorption will be subject to their completing the training. The Committee appreciate the efforts on the part of IOCL in absorbing 40 SC/ST candidates who completed their training successfully during the last three years. The Committee hope the IOCL would maintain that spirit in future also.

---