

**COMMITTEE ON THE WELFARE
OF SCHEDULED CASTES AND
SCHEDULED TRIBES
(1985-86)**

(EIGHTH LOK SABHA)

EIGHTH REPORT

MINISTRY OF PETROLEUM & NATURAL GAS

[Action Taken by Government on the Recommendations contained in the Fifty-third Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Seventh Lok Sabha) on the Ministry of Energy (Department of Petroleum)—Reservations for, and Employment of, Scheduled Castes and Scheduled Tribes in the Indian Oil Corporation Limited (Marketing Division and Refineries and Pipelines Division)]

Presented to Lok Sabha on 20-12-85

Laid in Rajya Sabha on 20-12-85



**LOK SABHA SECRETARIAT
NEW DELHI**

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Corrigendum
 to the
 Eighth Report of the Committee on the Welfare
 of Scheduled Castes and Scheduled Tribes
 (Eighth Lok Sabha).

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COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES (1985-86)

Shri Krishan Datt Sultanpuri—*Chairman*

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1. Shri M. K. Mathur—*Joint Secretary*
2. Shri P. C. Chaudhry—*Chief Legislative Committee Officer.*
3. Shri Kuldip Sahai—*Senior Legislative Committee Officer.*

INTRODUCTION

1. 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 Eighth Report (Eighth Lok Sabha) on Action Taken by Government on the recommendations contained in the Fifty-third Report (Seventh Lok Sabha) on the Ministry of Energy (Department of Petroleum)—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the Indian Oil Corporation Limited (Marketing Division & Refineries and Pipelines 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 29th November, 1985.

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

I. Report.

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

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

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

4. An analysis of the action taken by Government on the recommendations contained in the Fifty-third Report (Seventh Lok Sabha) of the Committee is given in Appendix. It would be observed therefrom that out of 30 recommendations made in the Report, 18 recommendations *i.e.* 60.00 per cent have been accepted by the Government; the Committee do not desire to pursue 7 recommendations *i.e.* 23.33 per cent of their recommendations in view of Government's replies, 5 recommendations *i.e.* 16.67 per cent, in respect of which replies of Government have not been accepted by the Committee, and have been reiterated.

NEW DELHI;

December 11, 1985

Agrahayana 20, 1907 (S)

KRISHAN DATT SULTANPURI

Chairman,

Committee on the Welfare of
Scheduled Castes and Scheduled Tribes.

CHAPTER I

REPORT

This Report of the Committee deals with the action taken by Government on the recommendations contained in the 53rd Report (Seventh Lok Sabha) on the Ministry of Energy (Department of Petroleum)—Reservations for and employment of, Scheduled Castes and Scheduled Tribes in the Indian Oil Corporation Ltd. (Marketing Division & Refineries and Pipelines Division).

1.2 In para 1.36 of the Report, the Committee had noted that at present there was no member belonging to Scheduled Caste/Scheduled Tribe on the Board of Directors of Indian Oil Corporation Limited and the Indian Oil Corporation had not so far appointed a non-official person belonging to Scheduled Caste/Scheduled Tribe on a part-time basis on the Board of Directors. The Committee had also been informed during the course of evidence by the Secretary, Department of Petroleum that according to his personal view and as Secretary of the Department, there was no need of having a part-time Scheduled Caste/Scheduled Tribe Director on the Board of Directors.

The Committee did not share the views of the Government about the non-inclusion of Scheduled Caste/Scheduled Tribe person on the Board of Directors. The Committee had recommended that one of the Directors on the Board of Directors of Indian Oil Corporation should invariably belong to Scheduled Caste/Scheduled Tribe with a view to safeguard the interests of Scheduled Castes and Scheduled Tribes and create a sense of involvement and participation. The Committee also desired that a mandatory provision in this regard should be made in the Articles of Association of the Indian Oil Corporation Limited so that one Scheduled Caste/Scheduled Tribe Director either official or non-official was always there on the Board.

1.3 In their reply dated 31-8-1984, the Ministry of Energy (Department of Petroleum & Natural Gas) have stated that each Public Sector Undertaking was required to nominate a senior officer as Liaison Officer to ensure compliance of instructions and directions issued by the Government for the employment and economic development of Scheduled Caste and Scheduled Tribe candidates. Instructions had also been conveyed to the Undertakings that training op-

opportunities should be provided to Scheduled Caste/Scheduled Tribe officers so that they may be groomed for appointment to posts at higher levels.

It was the general policy of the Government to fill up Board level posts in public enterprises by promotion from within the enterprise. If internal candidates were not available then preference was given to candidates working in other enterprises, failing which selection was made from other sources like Government and Private Sector. It was necessary that top posts in public enterprises were manned by officers of proven merit and record of service.

The Government had noted the recommendation of the Committee for appointing/nominating Scheduled Caste/Scheduled Tribe officers to the Board of Directors and would endeavour to do so provided suitable Scheduled Caste/Scheduled Tribe officers were available from within the enterprise or from some other enterprise or other sources. In the circumstances, the Government did not consider it necessary to issue instructions to each Public Sector Undertaking to appoint or nominate a Director belonging to Scheduled Caste/Scheduled Tribe on its Board of Directors or to advise modification of their Articles of Association so as to make it obligatory for them to include a Director who belonged to Scheduled Caste/Scheduled Tribe.

1.4 The Committee are not satisfied with the reply of Government. The Committee would like to reiterate their earlier recommendation that one of the Directors on the Board of Directors of Indian Oil Corporation should invariably belong to Scheduled Caste/Scheduled Tribe with a view to safeguard the interests of Scheduled Castes and Scheduled Tribes and create a sense of involvement and participation. The Committee further desire that a mandatory provision in this regard should be made in the Articles of Association of the Indian Oil Corporation Ltd. So that one Scheduled Caste/Scheduled Tribe Director either Official or non-Official is always there on the Board.

1.5 In para 3.42 of the Report, the Committee had noted that copies of employment notifications regarding direct recruitment were being circulated by Indian Oil Corporation to recognised Scheduled Caste/Scheduled Tribe associations as per the Presidential Directive in this regard. The Committee desired that copies of employment notifications should also be sent to Members of Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes and also to the local Scheduled Caste/Scheduled Tribes MPs/MLAs of the region area where the recruitment was being held.

1.6. In their reply dated 27-4-1985, the Ministry of Energy (Department of Petroleum & Natural Gas) have stated that after examining the matter carefully Government is of the view that the existing publicity net-work for notifying/advertising vacancies reserved for candidates belonging to Scheduled Caste and Scheduled Tribe is quit adequate and inclusion of MPs and MLAs to this net work is likely to create administrative difficulties besides embarrassment and complications.

1.7. The Committee are not satisfied with the reply of Government. The Committee fail to understand how sending of copies of employment notifications to members of Scheduled Caste/Tribe Committee and local MPs/MLAs would create administrative difficulties, embarrassment and complications etc. The Committee are of the firm opinion that this practice would rather be helpful in publicising the posts reserved for Scheduled Castes/Scheduled Tribes to the remotest corners of towns and villages and getting a sizeable number of Scheduled Caste/Scheduled Tribe candidates for all categories of posts in Indian Oil Corporation. As such, the Committee desire that copies of employment notifications should also be sent to Members of Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes and also to the local Scheduled Caste/Scheduled Tribe MPs/MLAs of the region area where the recruitment is being held.

1.8. In para 3.94 of the Report the Committee had stressed that as far as possible no reserved vacancy should be dereserved indiscriminately. The Committee pointed out that as there was no carry forward in the case of vacancies filled by selection in the lowest rung of Group 'A', the concerned authorities should try to fill all the reserved vacancies in Group 'A' by Scheduled Caste and Scheduled Tribe candidates.

The Committee had, therefore, suggest that all possible efforts should be made by the Indian Oil Corporation (R&P Division) to locate suitable Scheduled/Scheduled Tribe candidates so that the desirability of resorting to dereservation was obviated.

1.9. In this reply dated 31-8-84, the Ministry of Energy (Department of Petroleum & Natural Gas) have stated that the dereservation in promotion by selection in the lowest rung of Group 'A' posts was done only when eligible Scheduled Caste and Scheduled Tribe employees were not available for promotion.

1.10. The Committee are not satisfied with the reply of Government. The Committee reiterate their earlier recommendation that all possible efforts should be made by Indian Oil Corporation (R & P Division to locate suitable Scheduled Caste/Scheduled Tribe candidates so that the desirability of resorting to dereservation is obviated.

1.11 In para 4.36 of the Report the Committee had noted that there was a scheme both in Marketing Division and R&P Division of Indian Oil Corporation for recruitment of Graduate Engineer Trainees and 15 per cent and 7½ per cent vacancies were reserved for Scheduled Caste/Scheduled Tribe candidates respectively. Certain relaxations were also given to Scheduled Caste/Scheduled Tribe candidates at the time of recruitment. During the one year's training period a stipend of Rs. 12.50 p.m. besides house rent allowance was paid to Graduate Engineer Trainees. The Committee had found that a large number of Scheduled Caste/Scheduled Tribe candidates, who were selected for appointment as Graduate Engineer Trainees both in the Marketing Division and Refineries and Pipelines Division did not actually join. In other words, the reserved quota could not be filled to the maximum extent possible.

The Committee had recommended that Indian Oil Corporation should examine this problem in depth as to why Scheduled Caste/Scheduled Tribe candidates who were selected as Graduate Engineer Trainees did not join the organisation. The Committee felt that this was so because the Scheduled Caste/Scheduled Tribe candidates were not sure that they would be finally selected after the completion of training for 12 months. The Committee had recommended that the Scheduled Caste/Scheduled Tribe candidates, who were selected as Graduate Engineer Trainees, should be assured that they would be finally absorbed in the organisation.

1.12 In their reply dated 31-8-1984, the Ministry of Energy (Department of Petroleum & Natural Gas) have stated that all officer trainees in the Marketing Division and Graduate Engineer Trainees in the Refineries & Pipelines Division were absorbed on successful completion of their training. This fact was notified clearly in the advertisement issued and the offer of appointment sent to the selected candidates.

1.13 The Committee do not accept the reply of Government. The Committee would like to know whether the problem as to why Scheduled Caste/Scheduled Tribe candidates selected as Graduate Engineer Trainees did not join the organisation, was ever examined by Indian Oil Corporation. If so, by whom. The Committee may be apprised of the outcome thereof. The Committee would also like to reiterate their recommendation that the Scheduled Caste/Scheduled Tribe candidates, who are selected as Graduate Engineer Trainees, should be

assured of their final absorption in the organisation after completion of their training.

1.14 In para 4.56 of the Report the Committee had noted that Indian Oil Corporation (Marketing Division and Refineries and Pipelines Division) were giving loans to their employees for construction of houses and even for extension of the existing houses. Loans were given upto a maximum of Rs. 1,25,000 and the rate of interest charged was only 5½%. From the figures furnished by the Marketing Division of Indian Oil Corporation regarding house building loans given in 1980, 1981 and 1982, it was noticed that hardly 5 per cent of the loans had been disbursed to Scheduled Castes and about 1.13 per cent among Scheduled Tribes.

The Committee had recommended that more liberal policy should be adopted in favour of Scheduled Caste and Scheduled Tribe employees in the grant of House Building Loans so that their percentage share in the total House Building Loans was increased.

1.15 In their reply dated 31-8-1984, the Ministry of Energy (Department of Petroleum & Natural Gas) have stated that in Indian Oil Corporation, House Building Loan was granted to all the employees, including Scheduled Caste/Scheduled Tribe, on very liberal terms in respect of rate of interest and length of service for eligibility etc. A large number of employees, including Scheduled Caste and Scheduled Tribe employees, had availed of this facility.

It was felt that in the matter of house building advance, it was not desirable to evolve a separate policy for Scheduled Caste and Scheduled Tribe employees. Such matters of common interest should continue to be governed by common rules.

1.16 The Committee are not satisfied with the reply of Government and reiterate their earlier recommendation that more liberal policy should be adopted in favour of Scheduled Caste/Scheduled Tribe employees in the grant of House Building Loans so that their percentage share in the total House Building Loans is increased.

CHAPTER II

RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY GOVERNMENT

Recommendation No. 1 (Para 1.21)

The Committee are happy to note that one post of Section Officer and one post of Lower Division Clerk has since been created in the Department of Petroleum and action is a foot to fill up these posts to enable the Scheduled Caste/Scheduled Tribe Cell to handle the work relating to the affairs of Scheduled Castes and Scheduled Tribes. The composition of Scheduled Caste/Scheduled Tribe Cell would now be one Section Officer, one Assistant and one Lower Division Clerk. The Committee desire that early steps should be taken by the Ministry to fill up these posts so that an exclusive cell starts functioning in the Ministry in right earnest to monitor the implementation of reservation orders in the services of Public Undertakings under the control of the Ministry.

Reply of Government

The Scheduled Castes and Scheduled Tribes Section has been staffed and is functioning.

[Ministry of Energy (Department of Petroleum) O.M. No. J-13012/2/84-SCT dated August 31, 1984].

Recommendation No. 2 (Para 1.22)

The Committee recommend that this Cell should be exclusively for the welfare of Scheduled Castes and Scheduled Tribes.

Reply of Government

The SCT Section is exclusively for work relating to the welfare of Scheduled Castes and Scheduled Tribes.

[Ministry of Energy (Department of Petroleum) O.M. No. J-13012/2/84-SCT dated August 31, 1984].

Recommendation No. 3 (Para 1.23)

The Committee recommend that the different returns received from various Divisions of Indian Oil Corporation and other Public Sector

undertakings relating to progress in filling up of reserved vacancies both in direct recruitment and promotion should be checked and critically examined with a view to suggest remedial measures to wipe out the shortfalls in the intake of Scheduled Castes and Scheduled Tribes.

Reply of Government

The recommendation made by the Committee has been accepted. The Quarterly Reports and Annual Reports received from Public Sector Undertakings including Indian Oil Corporation are being examined and remedial measures are being taken wherever necessary to wipe out the short-fall in the intake of Scheduled Castes and Scheduled Tribes.

[Ministry of Energy (Department of Petroleum) O.M. No. J-13012/2/84-SCT dated August 31, 1984].

Recommendation No. 5 (Para No. 2.18)

The Committee note that Department of Personnel and Administrative Reforms issue orders regarding reservation of posts for SCs and STs in services as far as Government Departments are concerned. These orders do not become applicable to the Public Sector Undertakings straightaway. On the other hand, Bureau of Public Enterprises issue orders on similar lines for making them applicable of Public Enterprises like IOC etc. On receipt of these orders from Bureau of Public Enterprises, necessary instructions are issued by the concerned Ministry/Department to the Public Enterprises under its administrative control for immediate compliance.

The Committee have also been informed during evidence that earlier the orders have not been implemented in IOC from the date of issue by Department of Personnel and Administrative Reforms or from the date of issue by Bureau of Public Enterprises. These orders, in fact, have been implemented in IOC from the date on which the Ministry issued orders to the IOC. The Secretary, Department of Petroleum while admitting that there has been delay in implementing the reservation orders in IOC has assured the Committee that in future instructions received from Bureau of Public Enterprises would be sent to IOC for compliance on the same date on which these are received in Ministry.

The Committee recommend that the orders/instructions issued by the Department of Personnel relating to reservation in services should be adopted by Bureau of Public Enterprises simultaneously and orders in this regard with necessary changes should be issued by BPE for making them applicable to Public Enterprises from the date of issue

by Department of Personnel and Administrative Reforms. The Committee further recommend that the orders should be communicated to the Public Enterprises by the Ministry concerned simultaneously on the date of receipt from BPE for compliance.

Reply of Government

The recommendation of the Committee has been noted. In terms of para 20 of the revised Presidential Directives, the public sector enterprises are required to follow the instructions on the subject issued by the Department of Personnel *mutatis-mutandis* without waiting for separate instructions from the Bureau of Public Enterprises. These instructions have been reiterated for strict compliance. A copy of the instructions is enclosed.

As and when the orders and instructions relating to reservation in the services are received from DPAR in the Ministry, it would be communicated to the Public Sector Undertakings concerned immediately without waiting for reiteration of these orders by Bureau or Public Enterprises.

[Ministry of Petroleum O.M. No. J/13012/2/84-SCT dated the
20th April, 1985].

No. J/13012/4/84-SCT

GOVERNMENT OF INDIA

MINISTRY OF PETROLEUM

Shastri Bhavan, New Delhi.

The 8th April 1985

To,
The Chief Executives
of all Public Sector
Undertakings.

SUBJECT: *Implementation of the orders/instructions issued by Deptt. of Personnel and Training regarding reservation rules for SC/ST in services.*

Sir,

I am directed to invite your attention to Para No. 20 of the Presidential Directives regarding reservation for SCs and STs in the services for Public Sector Undertakings. According to these directives Public Sector Undertakings should follow the instructions on reservations as issued by D.P.A.R. *mutatis mutandis* without waiting for separate instructions from the B.P.E.

In view of the forgoing it is clarified that all the orders/instructions regarding reservation for SC/ST persons in the services will be applicable from the date of issue of such orders/instructions by Department of Personnel and Training.

This may be noted for guidance and may be brought to the notice of all concerned.

Yours faithfully

Sd/-.

P. C. Parakh.
(Director)

Recommendation No. 6 (Para 2.19)

The Committee find that out of 4 employees who are on deputation the Marketing Division of IOC, none belongs to Scheduled Caste/Scheduled Tribe community, whereas in R&P Division of IOC, out of 18 employees on deputation, only one belongs to Scheduled Caste community.

The Committee, therefore, recommend that while selecting persons for posts to be filled by deputation in IOC (Marketing Division and Refineries & Pipelines Division) every effort should be made that a fair proportion of such posts are filled by persons belonging to Scheduled Castes/Scheduled Tribes.

Reply of Government

Filling up of posts on deputation is made by Indian Oil Corporation out of the names sponsored by the lending Organisations and the above recommendation of the Committee would be kept in view while considering the appointments on deputation.

Suitable instructions in this regard have been issued by the Indian Oil Corporation *vide* Para 1 of IOC No. DP/5/1 dated 3-8-1984 followed by letter No. DP/5/1 dated 25-8-84—Appendix I & II refer.

[Ministry of Energy (Department of Petroleum) O.M.
No. J-13012/2/84-SCT dated August 31, 1984]

Recommendation No. 7 (Para 2.25)

The Committee note that General Manager (Personnel) has been appointed as Liaison Officer of the Marketing Division of Indian Oil Corporation at the Headquarters at Bombay and Deputy General Managers (Sales) have been appointed as Liaison Officers for Northern, Eastern, Western and Southern Regions with headquarters at Delhi, Calcutta, Bombay and Madras respectively to look after the work relating to Scheduled Caste and Scheduled Tribe employees and for ensuring proper implementation of the reservation orders.

The Committee further note that Liaison Officers have also been appointed in various Oil Refineries and also at the Headquarters for Refineries & Pipelines Division.

The Committee need hardly stress that mere appointment of Liaison Officers at the Headquarters of Marketing and R&P Divisions of Indian Oil Corporation and at various other units is not enough. What is needed is the concerted action on the part of each Liaison Officer to ensure due compliance by the appointing authorities with the orders and instructions pertaining to the reservation of vacancies in favour of Scheduled Castes and Scheduled Tribes and other relaxation/concessions admissible to them. It should also be ensured that the staff posted in the cells at various units is well conversant with the orders/instructions relating to reservations and belong to Scheduled Castes and Scheduled Tribes, as far as possible.

Reply of Government

Personnel posted in SC/ST Cells at all the establishments of the Marketing Division and Refineries & Pipelines Division are well conversant with the instructions on the subject.

As regards posting of staff belonging to SC and ST communities in these Cells, the recommendation of the Committee has been noted for compliance as far as possible.

Suitable instructions in this regard have been issued by the Indian Oil Corporation *vide* Para 2 of IOM No. DP/5/1 dated 3-8-84 followed by letter No. DP/5/1 dated 25-8-84—Appendices I & II refer.

[Ministry of Energy (Department of Petroleum O.M. No. J-13012/2/84-SCT dated August 31, 1984)].

Recommendation No. 10 (Para 3.44)

The Committee note that Marketing Division of Indian Oil Corporation has been making excess recruitment of Scheduled Caste candidates which was adjusted in subsequent years by a 'negative carry forward'. The Committee have also been informed that the Indian Oil Corporation have been holding special selections exclusively for the recruitment of Scheduled Castes and Scheduled Tribes and appointing Scheduled Castes and Scheduled Tribes against the vacancies reserved for them. Since Scheduled Tribe candidates were not available they have been appointing Scheduled Caste candidates against the vacancies reserved for Scheduled Tribes. As Indian Oil Corporation are not sure whether Scheduled Tribe candidates will at all be available where excess candidates were available (after filling

the reserved vacancies for Scheduled Castes) they have been appointing Scheduled Caste candidates in excess with the intention of adjusting them in future.

During evidence, the Secretary, Department of Petroleum had admitted that 'negative carry forward' was not the correct procedure unless Indian Oil Corporation can show any orders to the contrary.

The Committee need hardly stress that exchange of vacancies between Scheduled Castes and Scheduled Tribes is permissible only in the third year to which the reserved vacancy has been carried forward. Any departure from the prescribed procedure even with the best of intentions is not desirable. The Committee recommend that IOC should follow the prescribed procedure and in case of doubt, the matter should be taken up with the Department of Personnel and Administrative Reforms for their advice.

Recommendation No. 11 (Para 3.45)

The Committee desire that Government directives with regard to the carry-forward of unfilled reserved vacancies should be strictly followed. In the Committee's opinion it is not permissible to resort to 'negative carry forward' in order to adjust the excess recruitment made in previous years.

Reply of Government

The recommendation of the Committee has been accepted. 'Negative carry forward' will not be done in future. Accordingly, instructions have already been issued by the Indian Oil Corporation for implementation of these instructions. (Para 3 of IOM No. DP/5/1 dated 3-8-84 followed by letter No. DP/5/1 dated 25-8-84—Appendices I & II refers).

[Ministry of Energy (Department of Petroleum O.M. No. J-13012/2/84-SCT dated August 31, 1984].

Recommendation No. 12 (Para 3.50)

The Committee note that several concessions/relaxations are given to Scheduled Castes and Scheduled Tribes at the time of making recruitment to different categories of posts in the Indian Oil Corporation (Marketing Division and Refineries & Pipelines Division).

The Committee find that a reasonable relaxation in experience, as compared to general candidates is allowed to Scheduled Castes/Scheduled Tribes candidates. The Committee feel that reasonable relaxation is a vague expression and this is liable to be interpreted differently by each Selection Board. The Committee suggest that

relaxation in experience should be specified in precise terms in order to ensure that all Selection Boards allow the same relaxation in experience for various categories of posts.

Reply of Government

The recommendation of the Committee has been accepted. Accordingly, instructions have already been issued by the Indian Oil Corporation for implementation of these instructions. (Para 4 of IOM No. DP/5/1 dated 3-8-84, followed by Letter No. DP/5/1 dated 25-8-84—Appendices I & II refer).

[Ministry of Energy (Department of Petroleum) O.M. No. J-13012/2/84-SCT dated August 31, 1984].

Recommendation No. 13 (Para 3.51)

The Committee recommend that where the requisite number of Scheduled Caste/Scheduled Tribe candidates are not available to fill the reserved vacancies, the recruiting authorities in the IOC should select for appointment the best among the Scheduled Castes and Scheduled Tribes, who fulfil the minimum educational qualifications and in-service training should be given to them to bring them upto the required standard.

Reply of Government

The above recommendation of the Committee has been accepted and those candidates fulfilling minimum levels of qualification and suitability will be selected.

In the Refineries & Pipelines Division, a Scheme has been introduced to recruit Steno-Trainees from SC and ST community. After giving them institutional training and on successful completion of it, they are absorbed as Stenographers.

[Ministry of Energy (Department of Petroleum) O.M. No. J-13012/2/84-SCT dated August 31, 1984].

Recommendation No. 17 (Para 3.77)

The Committee need hardly stress the necessity of including a Scheduled Caste or a Scheduled Tribe Officer in the various Recruitment/Selection Boards and Departmental Promotion Committees constituted by the IOC (Marketing Division and Refineries & Pipelines Division) as per Government directive. In case a Scheduled Caste or Scheduled Tribe Officer of the appropriate status is not available in the Indian Oil Corporation, a Scheduled Caste or Scheduled Tribe Officer from some other Public Sector Undertaking or the Ministry of Energy (Deptt. of Petroleum) should invariably be associated with

such Recruitment/Selection Boards and Departmental Promotion Committee in order to safeguard the interests of Scheduled Caste/Scheduled Tribe employees as per Government directive.

Reply of Government

The above recommendation of the Committee has been accepted. Accordingly, instructions have already been issued by the Indian Oil Corporation for implementation of these instructions. (Para 5 of IOM No. DP/5/1 dated 3-8-84, followed by letter No. DP/5/1 dated 25-8-84— Appendices I & II refer).

[Ministry of Energy (Department of Petroleum) O.M. No. J-13012/2/84-SCT dated August 31, 1984].

Recommendation No. 18 (Para 3.86)

The Committee note that the prescribed rosters are being maintained by the Indian Oil Corporation (Marketing Division and Refineries & Pipelines Division) in respect of recruitment and promotion to different categories of posts under them. During evidence, the Committee had the opportunity to inspect some of the rosters maintained by the Marketing Division of Indian Oil Corporation. The Committee noticed that the rosters presented to them have not been maintained according to the instructions laid down as some of these rosters have not been countersigned by the Liaison Officers. The representative of the Department of Petroleum admitted during evidence that the rosters presented before the Committee were not considered as satisfactory by the Liaison Officer and according to his observation, the deficiencies are sought to be made good in the rosters. The Committee consider this a serious lapse. The Committee need hardly stress that rosters are the only 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 these are not maintained properly. The Committee, therefore, recommend that rosters should be properly maintained by the Indian Oil Corporation (Marketing Division and Refineries & Pipelines Division) and they should be checked at least twice a year by the Liaison Officer. After conducting each check, the Liaison Officer should put his signature and date. The Committee desire that defects noticed during the inspection of rosters should be recorded and got rectified immediately after bringing them to the notice of the Head of the concerned Department.

Reply of Government

The recommendation of the Committee has been accepted. The rosters in IOC will be inspected by the Liaison Officers twice a year

hereafter. Accordingly, instructions have already been issued by the Indian Oil Corporation for implementation of these instructions. (Para 6 of IOM No. DP/5/1 dated 3-8-84, followed by letter No. DP/5/1 dated 25-8-84—Appendices I & II refer).

[Ministry of Energy (Department of Petroleum) O.M. No. J-13012/2/84-SCT dated August 31, 1984].

Recommendation No. 21 (Para 3.93)

The Committee further recommend that all the reserved vacancies which could not be filled by direct recruitment and had to be carried forward should be filled up before the expiry of three years i.e. before they get lapsed by resorting to special recruitment.

Reply of Government

The recommendation of the Committee to make attempts to fill up carried forward vacancies before the expiry of three years has been accepted. All possible efforts shall be made to ensure filling up of carried forward vacancies.

Suitable instructions in this regard have been issued by the Indian Oil Corporation vide Para 7 of IOM No. DP/5/1 dated 3-8-1984 followed by letter No. DP/5/1 dated 25-8-1984—Appendices I & II refer.

[Ministry of Energy (Department of Petroleum) O.M. No. J-13012/2/84-SCT dated August 31, 1984].

Recommendation No. 23 (Para 4.16)

The Committee are constrained to note that the representation of Scheduled Tribes in almost all the categories of posts in the Marketing Division and R&P Division of Indian Oil Corporation is far below the quota prescribed for them. Considering the poor representation of Scheduled Tribe candidates in Indian Oil Corporation, the Committee strongly feel that adequate attention has not been paid to attract Scheduled Tribe candidates to join this organisation in larger number. The Committee therefore recommend that special recruitment exclusively for Scheduled Tribe candidates should be resorted to more frequently in areas of Scheduled Tribe concentration.

Reply of Government

The recommendation of the Committee has been accepted. Such efforts have been made in the past by IOC and will continue to be made.

[Ministry of Energy (Department of Petroleum) O.M. No. J-13012/2/84-SCT dated August 31, 1984].

Recommendation No. 24 (Para 4.17)

The Committee feel surprised that even in Group 'C' the representation of Scheduled Tribes is not upto the mark. The Committee suggest that vacancies reserved for Scheduled Tribes should be intimated to the Director of Social Welfare/Tribal Welfare in the State/ Union Territory concerned as per instructions issued on 24-2-1978 by the Department of Personnel and Administrative Reforms in this regard.

Reply of Government

The provisions contained in DPAR's OM No. 36034/2/78-Estt (SCT) dated 24-2-1978 are already being strictly followed. Copies of the employment notification are also endorsed to the Directors of Social Welfare/Tribal Welfare in the concerned States/Union Territories.

[Ministry of Energy (Department of Petroleum) O.M. No. J-13012/2/84-SCT dated August 31, 1984].

Recommendation No. 25 (Para 4.18)

The Committee appreciate that in order to remove the shortfalls existing in various categories of posts in the R&P Division of Indian Oil Corporation, the Corporation has, as a special measure, increased the percentage of reservation of available vacancies upto 50% in favour of Scheduled Caste/Scheduled Tribe candidates so long as the backlog is not cleared.

The Committee recommend that in order to wipe out the shortfalls, similar procedure should also be followed in the Marketing Division of Indian Oil Corporation. The Committees would like to be informed about the tangible results achieved in respect of both the Divisions.

Reply of Government

In the Marketing Division, with recruitment exclusively carried out for Scheduled Caste/Scheduled Tribe Officers in Group 'A', the prescribed quota has been completed.

In the R&P Division, as a result of reserving 50% of the vacancies for SC/ST, 14 SC and 9 ST (total 23 SC/ST) have joined as Graduate Engineer Trainees/ Graduate Apprentice Engineers out of a total of 51 persons appointed. With the special efforts and by adhering to the 50% reservation, the shortfall will be gradually wiped out.

[Ministry of Energy (Department of Petroleum) O.M. No. J-13012/2/84-SCT dated August 31, 1984].

Recommendation No. 26 (Para 4.29)

Under the Apprentices Act 1961, it is obligatory on all employers in specified industries to engage apprentices as per prescribed ratio in the designated trades. The Ministry of Labour have vide their O.M. No. DEGT-2(5) dated 28-5-1980 issued instructions that 50% of the direct recruitment vacancies should be filled up by trained apprentices. The Committee note that in the Marketing Division of Indian Oil Corporation out of 195 apprentices selected for training during the years 1980 to 1982, only 17 belonged to Scheduled Caste and 3 to Scheduled Tribe. Similarly, in the R&P Division of Indian Oil Corporation, out of 310 trainees selected for the years 1980 to 1982 only 50 belonged to Scheduled Caste and 17 to Scheduled Tribe. The Committee recommend that besides approaching Employment Exchanges for sponsoring candidates for apprenticeship training, the Corporation should advertise their training programmes in the leading newspapers in regional languages and also through broadcast over All India Radio so that a larger number of Scheduled Caste/Scheduled Tribe candidates come forward for getting training as Apprentices.

Reply of Government

The recommendation of the Committee regarding giving of wider publicity/circulation of vacancies for selection of Trade Apprentices has been accepted. Accordingly, instructions have already been issued by the Indian Oil Corporation for implementation of these instructions. (Para 8 of IOM No. DP/5/1 dated 3-8-84 followed by letter No. DP/5/1 dated 25-8-84—Appendices I & II refer).

[Ministry of Energy (Department of Petroleum) O.M. No. J-13012/2/84-SCT dated August 31, 1984].

Recommendation No. 27 (Para 4.30)

According to the information furnished to the Committee, it is seen that in the Marketing Division of Indian Oil Corporation only 14 Scheduled Caste and 3 Scheduled Tribe candidates were absorbed

as trained apprentices during 1980 to 1982, while in the Refineries and Pipelines Division, 25 Scheduled Caste and 7 Scheduled Tribe candidates were absorbed in the Corporation as trained apprentices during the same period. The Committee desire that in view of the instructions issued by the Ministry of Labour in May, 1980 and the requirement of trained apprentices by the Indian Oil Corporation, it should be possible for the Corporation to absorb all Scheduled Caste/Scheduled Tribe apprentices, who have successfully completed the training.

Reply of Government

In the Marketing Division all Scheduled Caste/Scheduled Tribe apprentices who had successfully completed the training in the years 1980, 1981 and 1982 were absorbed and efforts will continue to absorb them in future also, subject to availability of vacancies.

In the R&P Division, preference is given to trained apprentices in the matter of absorption against regular vacancies provided they complete the apprenticeship training satisfactorily and fulfil the prescribed job requirements and subject to availability of vacancies.

[Ministry of Energy (Department of Petroleum) O.M.
No. J-13012/2/84-SCT dated August 31, 1984].

CHAPTER III

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

Recommendation No. 9 (Para 3.43)

The Committee note that there are no Group 'B' and 'D' posts in Marketing Division of Indian Oil Corporation and there is no pay scale with the maximum of less than Rs. 290/-. The Committee further note that the two pay scales of Rs. 565—1197 and Rs. 435—900 have been shown in Group 'C' posts in the Marketing Division of Indian Oil Corporation instead of showing them in Group 'B'.

The Committee have been informed during evidence that classification of posts in various groups is based on the instructions issued in 1975 by Bureau of Public Enterprises. As per the directive of Bureau of Public Enterprises classification of posts in a particular group would remain as it was in 1975 and any subsequent pay revision will not alter the classification.

The Committee are unable to appreciate the logic that once a post has been classified as Group 'A' or 'B' such classification cannot be changed in the light of any subsequent pay revision. The Committee recommend that this matter may be examined in consultation with the Department of Personnel and Administrative Reforms and suitable guidelines issued in this regard.

Reply of Government

The rationale for the existing classification of posts for the purpose of reservation is that in the public enterprises the pay scales of the posts are revised frequently at short intervals and in case no such condition is imposed, a situation may arise in an undertaking when most of the posts, because of frequent upward revisions of pay scales, may appear to be in Group 'A' or in Group 'B'. This will, however, not give a true picture of reservation in that undertaking. Moreover, the pay scales of similar posts in different undertakings may not be same and it may happen that posts of similar nature may be categorised in different groups in different undertakings creating confusion.

In order to obviate such a situation, retention of the classification made in 1975, irrespective of subsequent pay revisions, is considered necessary.

[Ministry of Petroleum O.M. No. J-13012/2/84-SCT dated the 20th April, 1985].

Recommendation No. 14 (Para 3.67)

From the data furnished to the Committee (Appendix-IV), the Committee note that in the Marketing Division of Indian Oil Corporation, 50 per cent of the vacancies in the scale of Rs. 1050--2110 in Group 'A' are filled by promotion from the highest staff category in Group 'C' by selection and the balance 50 per cent, vacancies are filled by direct recruitment. There are no Group 'B' posts in the Marketing Division. Promotion to higher grade within Group 'A' is done purely on the basis of merit-cum-seniority.

The Committee are concerned to note that during the years 1980 to 1982, 245 vacancies were filled in the Marketing Division in the lowest rung of Group 'A' but none of the reserved vacancies namely 34 for Scheduled Castes and 17 for Scheduled Tribes could be filled by Scheduled Caste/Scheduled Tribe candidates. As there is no carry forward of reserved vacancies in promotion by selection to lowest rung of Group 'A' these posts were filled by general candidates.

Reply of Government

There have been some promotions of Scheduled Caste employees to Group 'A' in the year 1982 as reflected in the Marketing Division's written reply to Q. 11 (b), Annexure (Page-4) of the Preliminary Material furnished to the Parliamentary Committee in July, 1983.

It may be stated that all eligible SC/ST employees in feeder cadre have been promoted to Group 'A'. No other eligible SC/ST employees were available for promotion. The position for promotion to Group 'A' will improve gradually in the next few years when a large number of SC/ST employees becomes eligible for promotion as a result of larger intake of SC/ST candidates recruited at the induction level in Group 'C'.

[Ministry of Energy (Department of Petroleum) O.M. No. J-13012/2/84-SCT dated August 31, 1984].

Recommendation No. 15 (Para 3.68)

From the data furnished to the Committee, (Appendix V), the Committee further note that in the Refineries and Pipelines Division

of Indian Oil Corporation during the same period i.e. 1980 to 1982 the total number of vacancies filled in the lowest rung of Group 'A' was 288 and the total number of reserved vacancies for Scheduled Caste/Scheduled Tribes were 77 and 35 respectively. Against these reserved posts, only 12 Scheduled Castes and 1 Scheduled Tribe candidates were appointed.

The Committee are distressed to point out that a large number of reserved vacancies in the lowest rung of Group 'A' are being filled up by general candidates both in Marketing Division and Refineries & Pipelines Division. The Committee, therefore, recommend that while filling up vacancies by promotion in the lowest rung of Group 'A', Indian Oil Corporation should consider the cases of Scheduled Castes and Scheduled Tribes employees so that all the reserved vacancies are filled by Scheduled Castes and Scheduled Tribes only. The Committee also recommend that the intake of Scheduled Caste/Scheduled Tribe candidates in the feeder cadre should be improved so that adequate number of Scheduled Caste and Scheduled Tribe employees are available in Group 'C' for promotion to the lowest rung in Group 'A'.

Reply of Government

All SC/ST candidates in the feeder cadre eligible for promotion have been promoted while filling up vacancies in Group 'A' by promotion. Thus, an improvement in the situation commented upon by the Committee will come about gradually in the next few years when a large number of SC/ST employees become eligible for promotion as a result of the large intake of SC/ST candidates recruited at the induction level in Group 'C'.

[Ministry of Energy (Department of Petroleum) O.M. No. J-13012/2/84-SCT dated August 31, 1984].

Recommendation No. 16 (Para 3.69)

The Committee feel surprised that Indian Oil Corporation was not aware of the zone of consideration to be followed for filling up vacancies by promotion and by the method of selection. The Committee would like to point out that Department of Personnel and Administrative Reforms *vide* their O.M. No. 22611/3/76-Estt. (D) dated 24-12-1980 had issued detailed instructions regarding zone of consideration for promotion made by selection. The Committee recommend that these orders should be followed in letter and spirit so that more Scheduled Caste and Scheduled Tribe candidates are considered for promotion to the selection posts.

Reply of Government

According to the existing practice in IOC, all eligible candidates in the feeder cadre are considered for promotion, without restricting the zone of consideration to 3 or 5 times the number of vacancies. All eligible SC and ST candidates are given sufficient opportunities for promotion.

[Ministry of Energy (Department of Petroleum) O.M. No. J-13012/2/84-SCT dated August 31, 1984].

Recommendation No. 19 (Para 3.93)

The Committee have been informed that in the Marketing Division of IOC no posts were dereserved during the years 1980, 1981 and 1982 in recruitment quota. However, the Committee find that during these years a large number of reserved posts in Group 'A' were not filled by Scheduled Caste and Scheduled Tribe candidates. As there is no carry forward of reserved vacancies in promotion by selection to lowest rung of Group 'A' these posts were filled by general candidates. The Committee do not accept the claim that there has been no dereservation in Group 'A'. The Committee further note that in the Refineries & Pipelines Division of Indian Oil Corporation, 123 posts reserved for Scheduled Castes and 108 posts reserved for Scheduled Tribes in Group 'A' had to be dereserved during the years 1980, 1981 and 1982. The Committee feel unhappy that even in Group 'C' a large number of posts were dereserved in the Refineries & Pipelines Division of IOC during the same period.

Reply of Government

In the Marketing Division, there have been cases of dereservation of posts in recruitment quota during the years 1980, 1981 and 1982 and consequently these posts have been carried forward. However, there has been no lapsing of carried forward posts in these years.

Dereservation in promotion quota is done only when no eligible SC/ST employees are available for promotion. This is being done in accordance with the Presidential Directive.

[Ministry of Energy (Department of Petroleum) O.M. No. J-13012/2/84-SCT dated August 31, 1984].

Recommendation No. 22 (Para 4.15)

From the data furnished to the Committee, it is seen that the percentage of representation of Scheduled Castes/Scheduled Tribes in Group 'A' posts in the Marketing Division of IOC as on 1-1-1983 is

4.57 and 1.13 respectively. Similarly, in the R&P Division of IOC, the percentage of Scheduled Castes and Scheduled Tribes in Group 'A' posts is 5.35 and 1.12 respectively. The Committee feel unhappy that the percentages of Scheduled Castes and Scheduled Tribes even in Group 'B' in the R&P Division is less than their percentages in Group 'A'. The Committee recommend that IOC should make concerted efforts to increase the intake of Scheduled Castes and Scheduled Tribes in Group 'A' in the Marketing Division and in Group 'A' and Group 'B' in the Refineries & Pipelines Division by resorting to special recruitment and by relaxing the standard.

Reply of Government

The number and percentage of SC/ST employees among the total number of employees on the rolls may not give a correct picture of the efforts made because reservation for SC/ST in recruitment was made applicable only after the issue of the first Presidential Directive in March, 1971. Therefore, it would be pertinent to compare the figures of total recruitment and the number of SCs/STs therein after issue of the first Presidential Directive. The position in this regard is shown below:

Marketing Division

	Group 'A' (Officers)	Group 'B', 'C' & 'D' (Workmen)
Total recruitment made after receipt of 1st Presidential Directive	1328	5924
-- Number of SCs and STs therein	296	1447
-- Percentage of SCs and STs together	22.28	24.42

(No posts fall in Group 'B' & 'D')

As per the Presidential Directive, the reservation in recruitment together for SC and ST is 22½% (15% for SCs and 7½% for STs). It will be observed from the above statistics that the recruitment of SCs and STs together made after receipt of the Presidential Directive is 22.28% in Group 'A' and 24.42% in Group 'C' in the Marketing Division.

This satisfactory position of recruitment of SC/ST candidates is primarily due to the fact that special measures/relaxations have been adopted by IOC to enhance the intake of SC/ST candidates.

Refineries & Pipelines Division

	Group 'A' (Officers)	Group 'B', 'C' & 'D' (Workmen)
— Total recruitment made from the date of 1st Presidential Directive i.e. 24-3-71 upto 31-3-84	1733	5764
— Number of SC & ST therein	240	1514
— Percentage of SC/ST to total	13.85	26.27

As regards the shortfall in Group 'A', efforts have been made in the past to increase the intake of SC/ST Engineers/Engineer Trainees/Graduate Apprentice Engineers/Accounts Officers by issuing advertisements inviting applications exclusively from SC/ST candidates. Relaxation is also given to SC/ST candidates in the matter of grade/division in educational qualifications, experience and age requirements. These special efforts in the recruitment of SC/ST candidates to Group 'A' posts alongwith larger number of departmental SC/ST candidates becoming available for promotion as a result of induction at lower levels will improve the representation of SC/ST in Group 'A' in future.

In so far as Group 'B' posts are concerned, it may be mentioned that almost all posts in this Group are filled by promotion. No recruitment to Group 'B' has taken place from 1979 onwards. There is, therefore, little scope for induction of SC/ST personnel by a special recruitment drive in this case. However, the representation of SC/ST employees in Group 'B' is bound to increase with larger numbers inducted in Group 'C' becoming eligible for promotion in due course.

[Ministry of Energy (Department of Petroleum) O.M. No. J-13012/2/84-SCT dated August 31, 1984].

Recommendation No. 29 (Para 4.55)

The Committee note that in the Marketing Division and Refineries and Pipelines Division of Indian Oil Corporation there is no system of providing any reservation for Scheduled Caste/Scheduled Tribe employees in the allotment of residential accommodation. It is seen that out of a total number of 224 flats in Bombay constructed by the Marketing Division of Indian Oil Corporation, 26 flats have been allotted to Scheduled Caste/Scheduled Tribe employees which works out to 11.61%. The Committee feel happy that more than 10% of Scheduled Caste/Scheduled Tribe employees in the Marketing Divi-

sion have been provided residential accommodation. The Committee, however, note with concern that in Barauni only 6.8% of the quarters have been allotted to Scheduled Castes and Tribes. The Committee recommend that more quarters should be allotted to Scheduled Caste/Scheduled Tribe employees in Barauni so as to raise the percentage to 10, which should be the minimum.

Reply of Government

On an overall basis, an average of more than 10% houses have been allotted to SC and ST employees in the Refinery townships of the R&P Division. The policy in regard to allotment of houses being followed by the Company is based on common seniority. With this policy of common seniority and with the larger intake of SC and ST candidates in the recruitment quota in the recent past in the Barauni Refinery, the percentage of SC and ST employees who would be occupying Company's accommodation is expected to improve in the future. There is no fixed percentage for SC/ST employees. It is advisable to follow common seniority in this matter, as is being done by the Company at present.

[Ministry of Energy (Department of Petroleum) O.M.
No. J-13012/2/84-SCT dated August 31, 1984].

CHAPTER IV

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

Recommendation No. 4 (Para 1.36)

The Committee note that at present there is no member belonging to Scheduled Caste/Scheduled Tribe on the Board of Directors of Indian Oil Corporation Limited and the Indian Oil Corporation have not so far appointed a non-official person belonging to Scheduled Caste/Scheduled Tribe on a part-time basis on the Board of Directors. The Committee have also been informed during the course of evidence by the Secretary, Department of Petroleum that according to this personal view and as Secretary of the Department, there is no need of having a part-time Scheduled Caste/Scheduled Tribe Director on the Board of Directors.

The Committee do not share the views of the Government about the non-inclusion of Scheduled Caste/Scheduled Tribe person on the Board of Directors. The Committee recommend that one of the Directors on the Board of Directors of Indian Oil Corporation should invariably belong to Scheduled Caste/Scheduled Tribe with a view to safeguard the interests of Scheduled Castes and Scheduled Tribes and create a sense of movement and participation. The Committee also desire that a mandatory provision in this regard should be made in the Articles of Association of the Indian Oil Corporation Limited so that one Scheduled Caste/Scheduled Tribe Director either official or non-official is always there on the Board.

Reply of Government

Each Public Sector Undertaking is required to nominate a senior officer as Liaison Officer to ensure compliance of instructions and directives issued by the Government for the employment and economic development of SC & ST candidates. Instructions have also been conveyed to the Undertakings that training opportunities should be provided to SC/ST Officers so that they may be groomed for appointment to posts at higher levels.

It is the general policy of the Government to fill up Board level posts in public enterprises by promotion from within the enterprise. If internal candidates are not available then preference is given to candidates working in other enterprises, failing which selection is made from other sources like Government and Private Sector. It is necessary that top posts in public enterprises are manned by officers of proven merit and record of service.

The Government have noted the recommendation of the Committee for appointing/nominating SC/ST Officers to the Board of Directors and would endeavour to do so provided suitable SC/ST Officers are available from within the enterprise or from some other enterprise or other sources. In the circumstances, the Government do not consider it necessary to issue instructions to each Public Sector Undertaking to appoint or nominate a Director belonging to SC/ST on its Board of Directors or to advise modification of their Articles of Association so as to make it obligatory for them to include a Director who belongs to SC/ST.

[Ministry of Energy (Department of Petroleum) O.M. No. J-13012/2/84-SCT dated August 31, 1984].

Comments of the Committee

Please see Chapter I, Para No. 1.4.

Recommendation No. 8 (Para No. 3.42)

The Committee note that copies of employment notifications regarding direct recruitment are being circulated by Indian Oil Corporation to recognised SC and ST associations as per the Presidential Directives in this regard. The Committee desire that copies of employment notifications should also be sent to Members of Parliamentary Committee on the welfare of SCs and STs and also to the local SC and ST M.Ps./M.L.As of the region/area where the recruitment is being held.

Reply of Government

After examining the matter carefully Government is of the view that the existing publicity net-work for notifying/advertising vacancies reserved for candidates belonging to SCs and STs is quite adequate and inclusion of MPs and MLAs to this net work is likely to create administrative difficulties besides embarrassment and complications.

[Ministry of Petroleum O.M. No. J-13012/2/84-SCT dated the 27th April, 1985].

Comments of the Committee

Please see Chapter I, Para No. 1.7.

Recommendation No. 20 (Para 3.94)

The Committee need hardly stress that as far as possible no reserved vacancy should be dereserved indiscriminately. The Committee would like to point out that as there is no carry forward in the case of vacancies filled by selection in the lowest rung of Group 'A', the concerned authorities should try to fill all the reserved vacancies in Group 'A' by Scheduled Caste and Scheduled Tribe candidates.

The Committee, therefore, suggest that all possible efforts should be made by the Indian Oil Corporation (R&P Division) to locate suitable Scheduled Caste/Scheduled Tribe candidates so that the desirability of resorting to dereservation is obviated.

Reply of Government

The dereservation in promotion by selection in the lowest rung of Group 'A' posts is done only when eligible SC and ST employees are not available for promotion.

[Ministry of Energy (Department of Petroleum) O.M. No. J-13012/2/84-SCT dated August 31, 1984].

Comments of the Committee

Please see Chapter I, Para No. 1.10.

Recommendation No. 28 (Para 4.36)

The Committee note that there is a scheme both in Marketing Division and R&P Division of Indian Oil Corporation for recruitment of Graduate Engineer Trainees and 15% and 7½% vacancies are reserved for Scheduled Caste/Scheduled Tribe candidates respectively. Certain relaxations are also given to Scheduled Caste/Scheduled Tribe candidates at the time of recruitment. During the one year's training period a stipend of Rs. 1250/- p.m. besides house rent allowance is paid to Graduate Engineer Trainees. The Committee find that a large number of Scheduled Caste/Scheduled Tribe candidates, who were selected for appointment as Graduate Engineer Trainees both in the Marketing Division and Refineries & Pipelines Division did not actually join. In other words, the reserved quota could not be filled to the maximum extent possible.

The Committee recommend that Indian Oil Corporation should examine this problem in depth as to why Scheduled Caste/Scheduled Tribe candidates who were selected as Graduate Engineer Trainees did not join the organisation. The Committee feel that this is so because the Scheduled Caste/Scheduled Tribe candidates are not sure that they will be finally selected after the completion of training for 12 months. The Committee recommend that the Scheduled Caste/Scheduled Tribe candidates, who are selected as Graduate Engineer Trainees, should be assured that they would be finally absorbed in the organisation.

Reply of Government

All Officer Trainees in the Marketing Division and Graduate Engineer Trainees in the Refineries & Pipelines Division are absorbed on successful completion of their training. This fact is notified clearly in the advertisement issued and the offer of appointment sent to the selected candidates.

[Ministry of Energy (Department of Petroleum) O.M.
No. J-13012/2/84-SCT dated August 31, 1984].

Comments of the Committee

Please see Chapter I, Para No. 1.13.

Recommendation No. 30 (Para 4.56)

The Committee note that Indian Oil Corporation (Marketing Division and Refineries & Pipelines Division) are giving loans to their employees for construction of houses and even for extension of the existing houses. Loans are given upto a maximum of Rs. 1,25,000/- and the rate of interest charged is only 5½%. From the figures furnished by the Marketing Division of IOC regarding house building loans given in 1980, 1981 and 1982, it is noticed that hardly 5 per cent of the loans have been disbursed to Scheduled Castes and about 1.33 percent among Scheduled Tribes.

The Committee recommend that more liberal policy should be adopted in favour of Scheduled Caste and Scheduled Tribe employees in the grant of House Building Loans so that their percentage share in the total House Building Loans is increased.

Reply of Government

In IOC, House Building Loan is granted to all the employees, including SC and ST, on very liberal terms in respect of rate of

interest and length of service for eligibility etc. A large number of employees, including SC and ST employees, have availed of this facility.

It is felt that in the matter of house building advance, it is not desirable to evolve a separate policy for SC and ST employees. Such matters of common interest should continue to be governed by common rules.

[Ministry of Energy (Department of Petroleum) O.M.
No. J-13012/2/84-SCT dated August 31, 1984].

Comments of the Committee

Please see Chapter I, Para No. 1.16.

Appendix-I

Indian Oil Corporation Limited
(Chairman's Office)

INTER OFFICE MEMO

From: K. C. Joseph, SPM

To GM(P), Mktg. Divn. Bombay
—GM(P), R&P Divn. New Delhi

Our Ref: DP/5/1

Yr Ref

Date: August , 1984

Date

Sub: 53rd Report of the Parliamentary Committee on the
Welfare of Scheduled Castes & Scheduled Tribes

Some of the recommendations of the Parliamentary Committee on the Welfare of SC/ST, regarding reservation for and employment of SC/ST, candidates in the Corporation contained in their 53rd Report have been accepted by the Management. These recommendations are detailed below for your information, guidance and necessary action:

1. *Recommendation No. 6:* While demands are made for nomination of persons against posts to be filled by deputation in the Corporation, it should be emphasised on the authority making nominations that if persons belonging to SC/ST community are available, their names should also be included.

2. *Recommendation No. 7:* Liaison Officers should ensure due compliance by the appointing authorities with the orders and instructions pertaining to the reservation of vacancies in favour of SC/ST and other relaxations/concessions admissible to them. It should also be ensured that the staff posted in the cells at various units are well conversant with the order/instructions relating to reservations and for this purpose adequate reference books and materials are available in the cell. As far as possible the staff should also belong to SC/ST.
3. *Recommendation No. 11:* The Government directives with regard to carry forward of unfilled reserved vacancies should be strictly followed. It is not permissible to resort to "negative carry forward" so as to adjust the excess recruitment made in previous years.
4. *Recommendation No. 12:* Relaxation in experience should be specified in precise terms in order to ensure that clarity exists in this matter and all Selection Boards allow the same relaxation in experience for various categories of posts.
5. *Recommendation No. 17:* In case a SC/ST officer of the appropriate status is not available from within, a SC/ST Officer from some other Public Sector Undertaking or the Ministry of Energy (Deptt. of Petroleum) should invariably be associated with Recruitment/Selection Boards. As far as DPCs are concerned, every effort should be made to include an internal SC/ST officer who is conversant with promotion policies and related rules and regulations of the Corporation.
6. *Recommendation No. 18:* The rosters should be properly maintained and they should be checked at least twice a year by the Liaison Officer. After conducting each check, the Liaison Officer should put his signature and date. Any defects noticed during the inspection of rosters should be recorded and got rectified immediately after bringing them to the notice of the Head of the concerned Department/Unit.
7. *Recommendation No. 21:* Every effort should be made to ensure that all reserved vacancies which could not be filled by direct recruitment and had to be carried forward are filled up before the expiry of three years. i.e.

before they get lapsed, by resorting to special recruitment efforts wherever required.

8. *Recommendation No. 26*: Whenever adequate number of trainees under Apprenticeship Training Programme are not forthcoming from SC/ST candidates, besides approaching Employment Exchanges for sponsoring candidates for apprenticeship training, the Corporation should make efforts to advertise the training programmes in the Newspapers and also through broadcast over All India Radio so that a larger number of SC/ST candidates come forward for getting training as Apprentices.

Sd/

(K. C. Joseph)

Senior Personnel Manager.

Appendix-II

Indian Oil Corporation Ltd.,
Chairman's Office

New Delhi—110001
25th August, 1984

Director (Personnel)
No. DP/5/1

Sub: 53rd Report of the Parliamentary Committee on the Welfare of Scheduled Castes & Scheduled Tribes

The Parliamentary Committee on the Welfare of SC/ST in its 53rd Report to the Parliament has made a number of recommendations with regard to reservation for and employment of SC/ST candidates in the Indian Oil Corporation Ltd.

The Corporation has decided to implement recommendation Nos. 6, 7, 11, 12, 17, 18, 21 and 26. Instructions in this regard have already been issued from this office through SPM's IOM of even number dated 3rd August, 1984.

I would like to impress upon you the necessity of strict compliance in implementing the above mentioned recommendations of the Parliamentary Committee on the Welfare of SC/ST.

I would also like to once again emphasize that the Presidential Directives in the matter of reservation in employment for SC/ST as

conveyed to the Corporation by the Government should be implemented both in letter as well as in spirit.

Sd/-.

(Bimal Kapoor)
Director (Personnel).

Shri B. B. Bakshi
General Manager (P)
Marketing Divn.
Shri M. Gopal
General Manager (P)
R & P Division

APPENDIX-III

(*Vide* Para 4 of the Introduction)

ANALYSIS OF THE ACTION TAKEN BY GOVERNMENT ON THE RECOMMENDATIONS CONTAINED IN THE FIFTY-THIRD REPORT OF THE COMMITTEE (SEVENTH LOK SABHA)

1. Total Number of recommendations	30
2. Recommendations which have been accepted by Government (<i>Vide</i> recommendations at Sl. Nos. 1, 2, 3, 5, 6, 7, 10, 11, 12, 13, 17, 18, 21, 23, 24, 25, 26, 27)	
Number	18
Percentage to total	60.00
3. Recommendations which the Committee do not desire, to pursue in view of Government's replies (<i>Vide</i> recommendations at Sl. Nos. 9, 14, 15, 16, 19, 22, 29)	
Number	7
Percentage to total	23.33
4. Recommendations in respect of which replies of Government have not been accepted by the Committee and which require reiteration (<i>vide</i> recommendations at Sl. Nos. 4, 8, 20, 28, 3)	
Number	5
Percentage to total	16.67