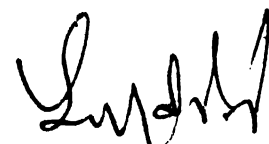


COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(1993-94)

(TENTH LOK SABHA)


AUTHENTICATED

TWENTY-SIXTH REPORT

MINISTRY OF PETROLEUM AND NATURAL GAS

ACTION TAKEN BY GOVERNMENT ON THE RECOMMENDATIONS
CONTAINED IN THE THIRTEENTH REPORT OF THE COMMITTEE
ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED
TRIBES (TENTH LOK SABHA) ON THE MINISTRY OF PETROLEUM
AND NATURAL GAS - RESERVATIONS FOR AND EMPLOYMENT
OF SCHEDULED CASTES AND SCHEDULED TRIBES IN GAS
AUTHORITY OF INDIA LIMITED.

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Presented to Lok Sabha on 23-12-1993

Laid in Rajya Sabha on 23-12-1993

LOK SABHA SECRETARIAT
NEW DELHI

December, 1993/Agrahayana, 1915(Saka)

Price : Rs.

<u>CONTENTS</u>		PAGE
COMPOSITION OF THE COMMITTEE		(iii)
INTRODUCTION		(iv)
CHAPTER - I	REPORT	1
CHAPTER - II	Recommendations/Observations which have been accepted by the Government.	
CHAPTER - III	Recommendations/Observations which the Committee do not desire to pursue in view of the Government replies.	
CHAPTER - IV	Recommendations/Observations in respect of which replies of the Government have not been accepted.	
CHAPTER - V	Recommendations/Observations in respect of which final replies have not been received.	
APPENDIX :	Analysis of Action Taken by Government on the recommendations contained in the Thirteenth <i>Thirteenth</i> Report of the Committee.	
	Minutes of the sitting of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes held on 30.06.1993 <i>30.06.1993</i> and <i>7.10.1993</i>	

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 Twenty-Sixth Report (Tenth Lok Sabha) on Action Taken by Government on the recommendations contained in the Thirteenth Report (Tenth Lok Sabha) on the Ministry of Petroleum and Natural Gas - Reservations for and Employment of Scheduled Castes and Scheduled Tribes in Gas Authority of India Ltd.

2. The Draft Report was considered and adopted by the Committee on the Welfare of Scheduled Castes and Scheduled Tribes at the sitting held on 7 October, 1993.

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

I. Report

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

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

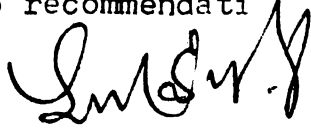
IV. Recommendations/observations in respect of which replies of Government have not been accepted by the Committee which require reiteration.

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

4. An analysis of the action taken by Government on the recommendations contained in the Thirteenth Report (Tenth Lok Sabha) of the Committee is given in Appendix. It would be observed therefrom that out of the 19 recommendations made in the Report 8 recommendations i.e. 42.1 per cent have been accepted by the Government; the Committee do not desire to pursue 8 recommendations i.e. 42.1 per cent of their total recommendations in view of Government replies; 3 recommendations i.e. 15.7 per cent in respect of which replies of Government have not been accepted by the Committee require reiteration and for no recommendations final replies of Government have been awaited.

NEW DELHI

December, 1993
, 1915 (Saka)


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

CHAPTER I

REPORT

This Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes deals with the Action Taken by Government on the recommendations contained in the Thirteenth Report (Tenth Lok Sabha) of the Committee on the Ministry of Petroleum and Natural Gas regarding 'Reservations for and Employment of Scheduled Castes and Scheduled Tribes in Gas Authority of India Limited.'

1.2 The Thirteenth Report was presented to Lok Sabha on 23.12.1992. It contained 19 recommendations. Replies of the Government in respect of these recommendations have been examined and may be categorised as under :

- (i) Recommendations and observations which have been accepted by the Government (Sl. Nos. 6,7,8,9,12,17,18 & 19).
- (ii) Recommendations and observations which the Committee do not desire to pursue taking into consideration the replies of the Government (Sl. Nos. 4,5,10,11,13,14, 15 and 16).
- (iii) Recommendations and observations replies to which have not been accepted by the Committee and which need reiteration; (Sl. Nos. 1,2, and 3).
- (iv) Recommendations and observations in respect of which final replies have not been received (Nil).

1.3 The Committee will now deal with those action taken replies of the Government which need reiteration.

- 2 -

BOARD OF DIRECTORS

(Recommendations at Sl.Nos 1,2, & 3; Para No. 1.8, 1.9 and 1.10).

1.4 In paragraphs 1.8 to 1.10 of the Thirteenth Report (Tenth Lok Sabha) the Committee observed that there was no representation of either SC or ST on the Board of Directors of Gas Authority of India Ltd. and recommended that the Government should make serious efforts to draw a panel of suitable SC/ST candidates with good background in Finance, Industry and other areas and ensure that at least one person belonging to SC/ST category is appointed as Director on the Board of Gas Authority of India Limited, whole time or part-time, as early as possible.

1.5 In their reply dated 22.3.1993 the Ministry of Petroleum and Natural Gas have stated that the issue of appointment of SC/ST members on the Board of Directors of Public Sector Undertakings was taken up by the Ministry with the Department of Public Enterprises (DPE). According to the D.P.E., following the recommendations of the Parliamentary Committee on the Welfare of SCs and STs this issue was discussed and it was decided in 1980 with the approval of the then Finance Minister, not to accept this recommendation of the Committee on the ground that the policy of the Government was to select Directors from amongst persons with proven ability and good record in the fields of Industry, Commerce, Administration, Finance etc... The recent Industrial Policy Statement has also reaffirmed the need for making the Boards of Public Sector Enterprises more professional. However, the claims of suitable SC/ST candidates who are otherwise competent and have the necessary background in Industry, Commerce, Administration, Finance etc. for Board level appointment in a Central PSE, can always be considered.

1.6 The Committee are not satisfied with the reply of the Government. In pursuance of the recommendation of the Committee, several Ministries including the Ministry of Chemicals and Fertilisers agreed that all efforts would be made to have at least one SC/ST on the Board of Directors of the Public Sector Undertakings under their administrative control. In the case of Banks also, the Ministry of Finance have agreed that it will be the Government's endeavour to appoint at least one person belonging to SC/ST on each of the Board of the nationalised Banks. The Committee, therefore, reiterate that atleast one person belonging to SC/ST should be appointed as Director, whole-time or part-time on the Board of Director of Gas Authority of India Limited.

.....

Recommendations/Observations which have been accepted by the Government.

Statement showing the Action Taken on the recommendations/conclusions contained in the Thirteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of Petroleum and Natural Gas - Reservations for and Employment of Scheduled Castes and Scheduled Tribes in Gas Authority of India Limited

Recommendation (S.L. 11.6 Para 2.10)

The committee appreciate the efforts made by Gas Authority of India Limited to appoint Liaison Officers belonging to SC/ST communities in its regional offices. They would like to recommend that Gas Authority of India Limited, in future, should keep the records of discussion held in the Liaison Officers meeting pertaining to matters of common interest so that any aberration of reservation policy, if made ever, can be rectified for the benefit of the SC and ST employees.

REPLY OF GOVERNMENT

The Liaison Officers of the Gas Authority of India Limited at the Corporate Office as well as the Unit Offices have been instructed by Gas Authority of India Limited's Corporate Office to meet once in a quarter to discuss all matters relating to recruitment and matters of common interest of SC/ST. They have also been asked to keep records of all such meetings held hereafter. A copy of the instructions issued in this connection by the Gas Authority of India Limited vide No. Co/Pers/Pol/P-116 (B) dated 29.1.93 is enclosed.

Ministry of Petroleum and Natural Gas

U.M. NO. J-12013/3/92-50T ¹³⁰¹² March 22, 1993

- 5 -

GAS AUTHORITY OF INDIA LIMITED
(CORPORATE PERSONNEL DEPARTMENT)

INTER OFFICE MEMO

No.CO/Pers/Pol/P-116(B)

29.1.1993

FROM :	TO :
DY.GEN.MGR. (P&A) GAIL NEW DELHI	1. CHIEF LIAISON OFFICER FOR SC/ST, GAIL, N. DELHI 2. LIAISON OFFICER FOR SC/ST, GAIL, VIJAIPUR BARODA & AURAIYA.

SUB : Periodic Review Meeting of Company's Liaison Officers for SC/ST

To enable periodic review of the progress made with regard to clearing the backlog of vacancies reserved for SC/ST candidates, as also to discuss related issues and problems, it has been decided that the Chief liaison Officer for SC/ST of the Company and the liaison Officers of all unit offices should meet once in every quarter.

2. These meetings are to be arranged/coordinated by the Chief liaison Officer (CLO), Shri S.L. Raina, Manager (Personnel) Corporate Office. Minutes of such meetings are to be recorded in writing and subsequently circulated by the Chief liaison Officer amongst the unit liaison officers.
3. Any actions arising out of the minutes of the meeting will be coordinated expeditiously by the Chief liaison Officer who will take up related matter(s) with the appropriate authority.


(A.K. GUHA) 29/1/93
DY. G.M. (P&A)

Copy to : Unit Personnel Heads.

Permission is to be granted to the liaison Officers of SC/ST at the units and they should be allowed to attend such meetings as may be called by the Chief Liaison Officer.

the
Statement: showing Action Taken on the recommendations/conclu-
sions contained in the Thirteenth Report of the Committee on
the Welfare of Scheduled Castes and Scheduled Tribes (Tenth
Lok Sabha) on the Ministry of Petroleum and Natural Gas -
Reservation for and Employment of Scheduled Castes and Scheduled
Tribes in Gas Authority of India Limited

Recommendation (S.N. 7, Para. 2.11),

The Committee also recommend that a separate complaint register should be maintained by Gas Authority of India Limited with a view to recording the complaints/grievances of SC/ST employees methodically and their disposal systematically and expeditiously.

REPLY OF GOVERNMENT

To ensure compliance of the above recommendation of the Committee, all offices of the Company have been directed by the Gas Authority of India Limited's Corporate Office to maintain separate complaint registers for SC/ST employees and such registers are now being separately maintained.

Copy of Gas Authority of India Limited's IDM NO. Co/Pers/ Pol/P-61 dated 28.9.92 communicating these instructions is enclosed.

Ministry of Petroleum and Natural Gas

D.M. NO. J-13512/3/92-GCT March 22, 1993

- 7 -

**GAS AUTHORITY OF INDIA LIMITED
(CORPORATE PERSONNEL DEPARTMENT)
16, BHIKAIJI CAMA PLACE NEW DELHI-110 066.**

INTER OFFICE MEMO

No.Co/Pers/Pol/P-61

Dated: 28-9-1992

FROM:	:	TO:
A.K. GUHA	:	GM(O&M), VIJAIPUR
DY.GEN.MGR.(P&A)	:	HEADS OF REGIONAL/FIELD OFFICES

Sub: Maintenance of Complaint Register in respect of SC/ST Employees.

In order to monitor the complaints / grievances of employees belonging to Scheduled Castes and Scheduled Tribes in a more meaningful way, it has been decided to maintain a "Complaint Register" in each work centre. The Register should be as per the proforma enclosed and Officer-in-charge of each Region should ensure that the same is maintained in the P&A Deptt. The Liaison Officer for SC/ST appointed in that Region shall ensure its proper maintenance by periodic inspection of the same with his initials thereon.

Please acknowledge receipt.


(A.K. GUHA)
DY.GEN.MGR.(P&A)

28/9/92

Copy to:-

1. Officer-in-charge of P&A deptt.of Regional/Field Offices
2. Manager(Pers), New Delhi- n.e. for Corporate Office
3. Shri S.L. Raina, Mgr(Pers) & Chief Liaison Officer for SC/ST.

- 7 -

**GAS AUTHORITY OF INDIA LIMITED
(CORPORATE PERSONNEL DEPARTMENT)
16, BHIKAIJI CANA PLACE NEW DELHI-110 066.**

INTER OFFICE MEMO

No.Co/Pers/Pol/P-61

Dated: 28-9-1992

FROM:

A.K. GUHA
DY.GEN.MGR.(P&A)

TO:

GM(D&M), VIJAI PUR
HEADS OF REGIONAL/FIELD OFFICES

Sub: Maintenance of Complaint Register in respect of SC/ST Employees.

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Please acknowledge receipt.


(A.K. GUHA)
DY.GEN.MGR.(P&A)

28/9/92

Copy to:-

1. Officer-in-charge of P&A deptt.of Regional/Field Offices
2. Manager(Pers), New Delhi- n.e. for Corporate Office
3. Shri S.L. Raina, Mgr(Pers) & Chief Liaison Officer for SC/ST.

COMPLAINT REGISTER FOR SC/ST EMPLOYEES

REGION/OFFICE:

SL.NO.	DATE OF RECEIPT OF COMPLAINT/ GRIEVANCE	NAME OF THE EMPLOYEE	DESIGNATION	WHETHER SC/ST	NATURE OF COMPLAINT/ GRIEVANCE (BRIEF)	ACTION TAKEN	SIGNATURE OF LIAISON OFFICER FOR SC/ST	REMARKS
1	2	3	4	5	6	7	8	9

Statement showing ^{the} Action Taken on the recommendations/con-
clusions contained in the Thirteenth Report of the Committee
on the Welfare of Scheduled Castes and Scheduled Tribes
(Tenth Lok Sabha) on the Ministry of Petroleum and Natural
Gas - Reservation ^{and} for Employment of Scheduled Castes and
Scheduled Tribes in Gas Authority of India Limited

Recommendation (S.No. ³¹⁴⁸ ~~884~~ Para ^{3.15} ~~3.15~~)

The Committee also find that in special and other general recruitments the number of vacancies reserved for SCs/STs are not mentioned. They feel that in order to avoid confusion, exact number of vacancies reserved for SCs and STs should be mentioned in future Recruitment Drives.

REPLY OF GOVERNMENT

The recommendation of the Committee has since been adopted by the Gas Authority of India Limited. Necessary instructions have been given to all the offices under it for compliance. A recent advertisement issued by the Gas Authority of India Limited, of which a copy is enclosed, indicates the number of vacancies reserved for SC/ST candidates.

A copy of Gas Authority of India Limited's D.M. Co/Pers/ PD1/P-116 (B) dated 29.1.93 instructing all regional offices for taking necessary action is also enclosed.

Ministry of Petroleum and Natural Gas

O.N. J-13012/C/22-SC1 March 22, 1993

GAS AUTHORITY OF INDIA LIMITED
(CORPORATE PERSONNEL DEPARTMENT)

INTER OFFICE MEMO

No.CO/Pers/Pol/P-116(6)

29.1.1993

FROM :	:	TO :
DY.GEN.MGR. (P&A)	:	1. SR. MANAGER (P&A)
GAIL	:	GAIL, VIJAIPUR.
NEW DELHI	:	2. MANAGER (P&A)
	:	GAIL, AURAIYA.
	:	3. MANAGER (P&A)- RECTT.
	:	GAIL, NEW DELHI.

**Sub : Parliamentary Committee on the Welfare of
SC/ST in GAIL - Recruitment of SC/ST candidates**

Following the recommendations of the Parliamentary Committee on the Welfare of SC/ST in GAIL (extracts enclosed), it has been decided that henceforth all recruitment advertisements issued by any office of the Company should necessarily mention the (likely) number of total vacancies for each post and of these, the number of vacancies reserved for SC/ST candidates.

2. Further, till such time that the backlog of SC/ST vacancies, as identified by each office, is totally wiped off, we need to continue to launch Special Recruitment Drives. In addition, efforts are to be made to maximise recruitment of ST candidates (in groups where a shortfall exists) by approaching SC/ST organisations to sponsor suitable candidate and by exploring the possibilities of visiting ST dominated areas to draw out eligible ST candidates. In any case the backlog should be wiped off by 31.3.93 as intimated earlier.
3. It is also to be ensured that whenever reserved vacancies are filled in through press advertisement (or notified to the employment exchange simultaneously with a press advt.) they are necessarily announced over one or more stations of the Doordarshan/All India Radio.
4. Action taken by each office on the above mentioned points should be informed to the Corporate Office at the earliest. A monthly report on the number of vacancies (Reserved and General) notified to the Employment Exchange or released through press/announced over the Doordarshan/AIR may also be furnished by the Liaison Officer for SC/ST at each unit office to the Chief Liaison Officer of the Company.


(A.K. GUPTA)
DY. G.M. (P&A)

29/1/93

Copy to : Liaison Officers for SC/ST in Regional Offices.



GAS AUTHORITY OF INDIA LIMITED

(A GOVT. OF INDIA UNDERTAKING)

SPECIAL RECRUITMENT DRIVE FOR SCHEDULED CASTES AND SCHEDULED TRIBES.

1. STENO ASSISTANT GRADE III (SC: 2 POSTS, ST: 3 POSTS)

Candidates should be Graduates having English Shorthand/Typing speed of 80/40 words per minute. Experience in similar position in Government/Public Sector Undertaking or large Private organisation of repute is preferable.

2. DATA ENTRY OPERATOR GRADE III (SC: 2 POSTS)

Candidates should be Graduates (Preferably in Science) with a certificate course in Card Punching/Data Entry Operations. Minimum one year's experience in a similar position in Government/Public Sector Undertaking or large Private organisation of repute is essential.

AGE LIMIT : 35 Years

SCALE OF PAY (POST NO. : 1 & 2) : Rs. 1256-25-1306-30-1456-35-1666-40-1786-50-1936, Pay + D.A. at a minimum and maximum of scale of pay is Rs. 2204 and Rs. 2884 respectively.

Other benefits are : HRA, Free Medical facility, Reimbursement of conveyance expenditure, Encashment of leave, LTC, CCA, Group Insurance, Provident Fund, Gratuity, Contributory Pension, House Building Advance, Conveyance Advance etc. as per rules of the Company.

GENERAL INFORMATION

1. Those working in Govt. /Public Sector Undertakings should apply through their employer. 2. Management has the right to raise minimum eligibility standards and relax age/experience in otherwise suitable cases, if so required. 3. ANY CANVASSING DIRECTLY OR INDIRECTLY BY THE APPLICANT WILL DISQUALIFY HIS/HER CANDIDATURE. 4. Only SC/ST Candidates Should Apply.

HOW TO APPLY

Applications typed on plain paper, should contain the following details: (a) Name (b) Date of Birth (c) Father's name (d) Address for communication (e) Academic/Professional qualifications with subject and year of passing, division/marks obtained (f) English Shorthand/Typing speed (g) Present and past employment indicating name of employer, designation, nature of experience, since when held, pay scale and salary drawn (h) Whether SC/ST category. A recent passport size photograph, duly attested should be attached on top right corner. Address applications to: **MANAGER (RECRUITMENT), GAS AUTHORITY OF INDIA LIMITED, 16, BHIKAJI CAMA PLACE, NEW DELHI-110066, SO AS TO REACH BY 22 FEBRUARY '93.**

The envelope containing the application should be superscribed as follows:

"GAIL-ADVT. NO. G-1/SRD/93; POST APPLIED FOR

Incomplete applications are liable to be rejected.

PAGE/GAIL/262

EN 44/37

Statement showing the Action Taken on the recommendations/conclusions contained in the Thirteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of Petroleum and Natural Gas - Reservations for and Employment of Scheduled Castes and Scheduled Tribes in Gas Authority of India Limited

Recommendation (Sl.No.19, Para 4.10)

The Committee are unhappy to note that vacancies outside the purview of Employment Exchanges are not announced over AIR/Doordarshan and the ground put forward by Gas Authority of India Limited is hardly convincing. They, therefore, would like to stress that henceforth vacancies should be announced over AIR/Doordarshan with immediate effect.

REPLY OF GOVERNMENT

Instructions have been issued to the Personnel Heads of the Gas Authority of India Limited's Offices to ensure that whenever reserved vacancies are advertised, they should also have them announced over the AIR/Doordarshan to ensure wider publicity.

(A copy of Gas Authority of India Limited's IOM NO. Co/Pers/Pol/P-116 dated 29.1.93, issued in this regard is enclosed alongwith their comments on Recommendation No.5)

Ministry of Petroleum and Natural Gas

O.M. NO. J-13012/3/92-SCT

March 22, 1993.

Statement showing the Action Taken on the recommendations/conclusions contained in the Thirteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of Petroleum and Natural Gas - Reservations for and Employment of Scheduled Castes and Scheduled Tribes in Gas Authority of India Limited

Recommendation (Sl.No. 17 Para 5.8)

The Committee are unhappy to note that although there are 35 deputationists at present in Gas Authority of India Limited, none of them belongs to SC/ST category. They would, therefore, like to stress the Management to consider the cases of those SC/ST candidates who apply for deputationists posts in future.

REPLY OF GOVERNMENT

The heads of offices at different work stations have been advised to accord preference to the SC/ST candidates while considering their candidature for deputation to Gas Authority of India Limited. IOM No. CC/Pers/Pol/P-116 (B) dated 29.1.93 is enclosed.

In this connection, a copy of Gas Authority of India Ltd

Ministry of Petroleum and Natural Gas

D.M. NO. J-13012/3/92-GOT March 22, 1993.

- 14 -

GAS AUTHORITY OF INDIA LIMITED
(CORPORATE PERSONNEL DEPARTMENT)

INTER OFFICE MEMO

No.CO/Pers/Pol/P-116(6)

29.1.1993

FROM :	:	TO :
DY.GEN.MGR. (P&A)	:	1. GEN.MGR& (O&M)/PD/CONST.
GAIL	:	2. SR. MGR. (P&A)
NEW DELHI	:	GAIL, VIJAIPUR.
	:	3. DY.G.Ms, BARODA/JHABUA/ BOMBAY/RAJAHMUNDRY
	:	4. MANAGER (P&A)
	:	GAIL, AURAIYA.
	:	5. MANAGER (P&A)
	:	GAIL, NEW DELHI.

Sub : Considering cases of SC/ST applicants for
deputation to GAIL.

As per requirements of the Company, we have sometimes taken persons on deputation from different State Governments and other organisations such as CISF/CBI/IB for short-tenure posts in technical, security, intelligence or ROU functions. Henceforth, whenever any Govt./PSU/other body is approached for sponsoring persons on deputation, it should be mentioned in our requisition letter, that names of eligible SC/ST candidates be also forwarded to GAIL alongwith others for consideration of their candidature against such vacancies. While taking persons on deputation, cases of SC/ST candidates should be favourably considered so that they are adequately represented.


(A.K. GUHA)
DY. G.M. (P&A)

29/1/93

Statement showing the Action Taken on the recommendations/conclusions contained in the Thirteenth Report of the committee on the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of Petroleum and Natural Gas - Reservations for and Employment of Scheduled Castes and Scheduled Tribes in Gas Authority of India Limited

Recommendation (Sl. No. 13 Para 5.9)

The committee also recommend that cases of false Caste certificate should be investigated expeditiously and culprits punished severely so that genuine SCs and STs are not deprived of their constitutional rights.

REPLY OF GOVERNMENT

The Personnel Executives in charge of recruitment and establishment functions of the Gas Authority of India Limited offices have been directed to carefully scrutinize the caste certificates of all SC/ST candidates appearing for interview and also at the time of their joining the service so as to ensure that only genuine SC/ST candidates are recruited. In case a candidate furnishes false certificate, severe action will be taken as per rules will be taken as per rules. A copy of the Gas Authority of India Limited's IDM No. CC/Para/Pol/P-115 (B) dated 29.1.93 on this subject is enclosed.

Ministry of Petroleum and Natural Gas

D.M. NO. J-13012/3/92-SCT

March 22, 1993

- 16 -

**GAS AUTHORITY OF INDIA LIMITED
(CORPORATE PERSONNEL DEPARTMENT)**

INTER OFFICE MEMO

No.CO/Pers/Pol/P-116(A)

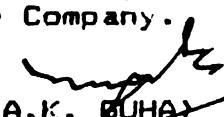
29.1.1993

FROM :	TO :
DY.GEN.MGR. (P&A)	1. GEN.MGRs. (O&M)/PD/CONST.
GAIL	2. SR. MANAGER (P&A)
NEW DELHI	GAIL, VIJAIPUR.
	3. DY.G.Ms BOMBAY/JHABUA/ RAJAHMUNDRY
	4. MANAGER (P&A)
	GAIL, AURAIYA.
	5. MANAGER (P&A)
	GAIL, NEW DELHI.

Sub : Cases of SC/ST submitting false certificate

Instances have come to notice in the past where some individuals have tried to secure employment in GAIL by submitting false certificates as proof of their belonging to a Scheduled Caste/Tribe, Personnel officers looking after the recruitment and establishment functions at the Corporate Office and the Regional Offices are advised to exercise utmost care in verifying caste certificates of candidates at the time of interviews as also at the time of their joining service.

In the event of there being a suspected case of submission of false caste certificate by any individual, the same should immediately be investigated and suitable action taken as per rules of the Company.


(A.K. BUHARI)
DY. G.M. (P&A)

29/1/93

statement showing the Action Taken on the recommendations/ conclusions contained in the Thirteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of petroleum and Natural Gas - Reservations for and Employment of Scheduled castes and Scheduled Tribes in Gas Authority of India Limited

Recommendation (Sl.No. 18 Para 6.5)

The Committee appreciate the efforts taken by the Gas Authority of India Limited for undertaking the performance evaluation of each programme as a result of which the Committee observe, from the post-evidence information furnished to them that each such activity i.e. free family planning camp, eye camp, free medical consultation, construction of approach roads water stands has proved to be successful. They would like to encourage the GAIL officials to keep up their noble activities for the socio-economic benefits of the downtrodden and also suggest that scholarships should be given to the deserving wards of SC/ST employees of Gas Authority of India Limited including those who have retired or expired.

REPLY OF GOVERNMENT

Gas Authority of India Limited will continue to strive for providing inputs that help in building the basic infrastructure and facilities for the development of the neighbouring regions. As regards the suggestion for scholarships

to the wards of SC/ST employees of Gas Authority of India Limited, it may be stated that a Scheme is already in operation for the grant of education assistance to the wards of the employees.

Ministry of petroleum and Natural Gas

O.M. NO. J-13012/3/92-SCT

March 22 , 1993.

Statement showing the Action Taken on the recommendations/ conclusions contained in the Thirteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of Petroleum and Natural Gas - Reservations for and Employment of Scheduled Castes and Scheduled Tribes in Gas Authority of India Limited

425 288
Recommendation (Sl. No. 2 Para 2.9)

The Committee, therefore, urge upon the Ministry to ensure strict compliance with the Deptt. of Personnel instructions and see to it that the liaison officer in the Ministry starts annual inspection of the Rosters maintained by the PSUs under its administrative control. Besides, the Committee would like the Ministry to continue its efforts to ensure due compliance of reservation policy through reviewing of quarterly and annual reports and other meetings at various level. Emphasis should be given for convening meetings of Consultative Committee, as advised by the Minister, to especially consider the problems of SCs and STs.

REPLY OF GOVERNMENT

The physical inspection of the SC/ST Rosters maintained by the Public Sector Undertakings (PSUs) were not being carried out by the Liaison Officer of this Ministry as they were not attached or subordinate offices of this Ministry. However, it has since been decided to conduct annual inspection of the rosters maintained by the PSUs by the Liaison Officer. Inspections are being carried out. The Roster of M/s. Gas Authority of India Limited has already been inspected.

contd..

2. In respect of the PSUs under the Ministry, the compliance of reservation policy is regularly being reviewed by the Ministry through the quarterly progress reports of the PSUs, annual reports and other meetings taken at various levels including that of the Minister.

3. As stated at the time of giving evidence before the Committee a meeting of the Consultative Committee of this Ministry held on 18.11.1992 was exclusively devoted for considering the various issues relating to the problems of SCs/STs.

Ministry of Petroleum and Natural Gas

O.M. NO. J-13012/3/92-SCT dated March 22, 1993.

the
Statement showing Action Taken on the recommendations/Conclu-
sions contained in the Thirteenth Report of the Committee
on the Welfare of Scheduled Castes and Scheduled Tribes
(Tenth Lok Sabha) on the Ministry of Petroleum and Natural
Gas - Reservations ^{and} for Employment of Scheduled Castes and
Scheduled Tribes in Gas Authority of India Limited

Recommendation S.No. 10 para 3.16.

The Committee would like to recommend that in order to wipe out the existing backlog in Direct Recruitment, Gas Authority of India Limited should continue launching Special Recruitment Drives besides making ^{vigorous} attempts to maximise recruitment of ST candidates. They also suggest that periodical systematic studies should be conducted by the Company to find out the causes of and remedies for the reluctance and unwillingness on the part of SC/ST candidates to join the service of the Company. Attempts should again be made to appoint the remaining 16 SC/ST candidates to whom offers of appointment were issued as a result of the Special Recruitment Drive of 1991.

REPLY OF GOVERNMENT

In order to clear the backlog of vacancies for SC/ST as on 01.07.1992, Gas Authority of India Limited had launched two more Special Recruitment Drives in November 1992 and January 1993. The process of interviews of candidates have already been started. Out of ^{the} remaining 16 SC/ST candidates, 2 SC have already joined Gas Authority of India Limited. Gas Authority of India Limited had extended joining time in respect of remaining 14 SC/ST candidates upto 15.01.1993. However, they

contd..

have not joined so far. They would be provided one more opportunity for joining Gas Authority of India Limited latest 01.04.1993. These candidates are also being asked to indicate the reasons for their reluctance and inability to join Gas Authority of India Limited. This practice would be followed in future also.

Ministry of Petroleum and Natural Gas

O.M. NO. J-13012/3/92-SCT March 22, 1993.

- 23 -

The
Statement showing Action Taken on the recommendations/conclu-
sions contained in the Thirteenth Report of the Committee
on the Welfare of Scheduled Castes and Scheduled Tribes
(Tenth Lok Sabha) on the Ministry of Petroleum and Natural
Gas - Reservations for ^{and} Employment of Scheduled Castes and
Scheduled Tribes in Gas Authority of India Limited

Recommendation (S.No. 11, Para 3.17).

The committee would urge upon the Management to relax the
criteria of a minimum period of service to a suitable extent
so that more and more ST candidates can be given promotion.

REPLY OF GOVERNMENT.

All promotions in Gas Authority of India Limited up to the
rank of Senior Deputy Manager are governed by percentage
criterion and not by vacancies. This is beneficial to the
employees, especially non-executives since there will be
no stagnation owing to non-availability of vacancies
for promotions. The Company also adds 5 per cent marks in
the cases of reserved categories and the system has worked
well. The Gas Authority of India Limited is also collecting
information regarding the prevailing practice in other
PSUs. Based on the above, if found necessary, suitable
changes would be made and the approval of concerned authori-
ties taken for suitable relaxation in respect of the ST
candidates.

Ministry of Petroleum and Natural Gas

13012

D.M. NO. J-12043/3/92-SCT March 22, 1993.

Statement showing the Action Taken on the Recommendations/conclusions contained in the Thirteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of Petroleum and Natural Gas - Reservations for and Employment of Scheduled Castes and Scheduled Tribes in Gas Authority of India Limited

Recommendation (Sl.No. 19, Para 4.11)

The Committee feel that special concessions to Stenographers and Typists and non-fixation of any percentage of mark to apply for the posts of Executives, Engineers, MBAs, Superintendents, Accountants, and Jr. Engineer in favour of the SC/ST candidates is a step in right direction and they would like Gas Authority of India Limited to continue its efforts in future appointments and extend similar concessions to other posts as far as practicable.

REPLY OF GOVERNMENT

The Gas Authority of India Limited would continue such efforts and in future selections, the criteria relating to the percentage of marks for various posts for which recruitment is made will, if necessary, be relaxed for SC/ST candidates.

Ministry of Petroleum and Natural Gas

O.M. NO. J-13012/3/92-SCT March 22, 1993.

Statement showing the Action Taken on the recommendations/conclusions contained in the Thirteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of Petroleum and Natural Gas - Reservations for and Employment of Scheduled Castes and Scheduled Tribes in Gas Authority of India Limited

Recommendation (Sl.No.14 Para 4.12)

With a view to wiping out the existing shortfalls in promotion, particularly those pertaining to Scheduled Tribes. Gas Authority of India Limited should start giving relaxation in years of service to these candidate, as assured to the Committee during evidence, as early as possible.

REPLY OF GOVERNMENT

Action taken and proposed to be taken have been shown under Recommendation No. 7 (Para 3.17)

Ministry of Petroleum and Natural Gas

O.M. NO. J-13012/3/92-SCT

March 22, 1993.

Statement showing the Action Taken on the recommendations/conclusions contained in the Thirteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes in (Tenth Lok Sabha) on the Ministry of Petroleum and Natural Gas - Reservations for and Employment of Scheduled Castes and Scheduled Tribes in Gas Authority of India Limited

Recommendation (Sl.No. 15 Para 5.6)

The Committee regret to note that at present there is no scheme in Gas Authority of India Limited for imparting pre-recruitment training to SC/^{and}ST candidates in violation of Government instructions in this regard. They, therefore, urge upon the management of Gas Authority of India Limited to immediately start imparting such training to SC/ST candidates which, in their opinion, would lead to an improved intake of these candidates, especially in view of the existing shortfalls in various categories of posts, notwithstanding their quantum in the company.

REPLY OF GOVERNMENT

All possible efforts are being made by the Gas Authority of India Limited to make good the existing shortfall in SC/ST vacancies. It is proposed to evolve a scheme for training-cum-scholarship candidates initially in the cadre of Steno-Assistant and Junior Engineers and subsequently to other categories where shortfall exists. The details of the scheme are being worked out on the lines of the schemes operating in some other PSUs.

Scholarship for the recruitment of SC/ST

Ministry of Petroleum and Natural Gas

D.M. NO. J-13012/3/92-SCT March 22, 1993.

Statement showing the Action Taken on the recommendations/ conclusions contained in the Thirteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of Petroleum and Natural Gas - Reservations for and Employment of Scheduled Castes and Scheduled Tribes in Gas Authority of India Limited

Recommendation (Sl.No. 16 Para 5.7)

The Committee appreciates the efforts on the part of Gas Authority of India Limited in sending 29 SC/ST employees for training abroad during the last three years. They hope the company should maintain that spirit in future also.

REPLY OF GOVERNMENT

While nominating officials for training programmes conducted abroad as also in India, efforts would be continued by the Gas Authority of India Limited to ensure representation of SC/ST employees. The training needs of SC/ST employees are kept in view while drawing up training curriculum/programmes. The monitoring system for the nomination of SC/ST employees ^{has} further been reinforced with a view to ensuring that requisite priority is accorded in this regard. The enclosed IDM No. CO/Pers/Pol/P-116 (B) dated 29.1.93 issued by the Gas Authority of India Limited in this regard is relevant.

Ministry of Petroleum and Natural Gas

D.M. NO. J-13012/3/92-SCT

March 22, 1993.

GAS AUTHORITY OF INDIA LIMITED
(CORPORATE PERSONNEL DEPARTMENT)

INTER OFFICE MEMO

No.CO/Pers/Pol/P-116(B)

29.1.1993

FROM :	:	TO :
DY. GEN. MGR. (P&A)	:	1. GEN. MGR. (O&M)
GAIL	:	2. SR. MGR. (P&A)/TRG.
NEW DELHI	:	GAIL, VIJAIPUR.
	:	3. COORDINATION MANAGER,
	:	GAIL, AURAIYA.
	:	4. MANAGER (P&A)/SDM (TRG)
	:	GAIL, NEW DELHI.

Sub : Nomination of SC/ST employees for training in India and abroad

In terms of the instructions issued by the Corporate Personnel Department from time to time on the above subject, preference is to be accorded to SC/ST employees while nominating them for training programmes both in India and abroad. It is thus necessary that while drawing up training programmes, the officers In-Charge of training should specifically keep in view the training needs of the SC/ST employees.

With a view to monitor the above, Training Officer(s) at Corporate/Regional Offices should furnish a quarterly report to the Chief Liaison Officer for SC/ST, Corporate Office, giving details of the number of training programmes conducted - within GAIL and outside GAIL (both in India and abroad) and the number of General and SC/ST employees nominated for each programme respectively.


(A.K. GUHA)
DY. G.M. (P&A)

29/1/93

CHAPTER - IV

Recommendations/Observations replies to which have not been accepted by the Committee and which need reiteration.

- 29 -

Statement showing the Action Taken on the recommendations/conclusions contained in the Thirteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of Petroleum and Natural Gas - Reservation for and Employment of Scheduled Castes and Scheduled Tribes in Gas Authority of India Limited

1,223
Recommendation. (Sl. No. 1 Paras 1.8., 1.9. & 1.10)

The Committee, therefore, recommend that the Government should make serious efforts to draw a panel of suitable SC/ST candidates with good background in finance, industry and other areas taking into consideration all the undertakings/organisations under the control of the Administrative Ministry and ensure that at least one SC/ST, wholetime or part time, is appointed as Director on the Board of Gas Authority of India Limited as early as possible.

REPLY OF GOVERNMENT

The issue of appointment of SC/ST members on the Board of Directors of PSUs was taken up by this Ministry with the Department of Public Enterprises (DPE). According to the DPE, following the recommendations of the Parliamentary Committee on Welfare of SCs and STs this issue was discussed and it was decided with the approval of the then Finance Minister, not to accept the recommendation on the ground that the policy of the Government was to select Directors, from amongst persons with proven ability and good record in the fields of Industry, Commerce, Administration, Finance etc. The recent Industrial Policy Statement has also reaffirmed the need for making the

contd..

Boards of Public sector Enterprises more professional.
Besides, this Ministry has been informed that a panel of
suitable persons who could be considered for appointment
as non-official part-time Directors on the Boards of PSEs
will be maintained centrally by the DPE.

Ministry of Petroleum and Natural Gas

D.M. NO. J-13012/3/92-SCT Dated March 22, 1993.

CHAPTER-V

RECOMMENDATIONS/OBSERVATIONS ON WHICH FINAL REPLY
OF GOVERNMENT HAS NOT BEEN RECEIVED.

----- H I L -----

NEW DELHI;

13 December, 1993
37 Agrahayana, 1915 (S).



PARASRAM BHARDWAJ
Chairman,
Committee on the Welfare of
Scheduled Castes and
Scheduled Tribes.

APPENDIX

Analysis of the Action Taken by Government on the
recommendations contained in the Thirteenth Report
(Tenth Lok Sabha) of the Committee.

(vide Para 4 of Introduction)

I. Total number of Recommendations	19
II. Recommendations/observations which have been accepted by Government (vide Recommendations Sl.Nos.6,7,8,9,12,17,18 & 19)	
Number	8
Percentage to total ..	42.
III. Recommendations/observations which the Committee do not desire to pursue in view of Government replies (vide Recommendations Sl Nos.4,5,10,11, 13,14,15 & 16)	
Number	8
Percentage to total	42.
IV. Recommendations/observations in respect of which replies of Government have not been accepted and which require reiteration (vide Recommendation Sl Nos.1,2, & 3)	
Number	3
Percentage to total	15.7
V. Recommendations/observations in respect of which final replies of Government have not been received.	
Number	Nil
Percentage to total	Nil

COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(1993-94)
..

(TENTH LOK SABHA)

SECOND SITTING

30.06.1993

The Committee sat from 15.00 hrs. to 16.00 hrs.

PRESENT

Shri Paras Ram Bhardwaj - Chairman

MEMBERS

LOK SABHA

2. Shri Mahendra Baitha
3. Shri Anadi Charan Das
4. Shri Birsingh Mahato
5. Shri Rup Chand Murmu
6. Shri Raj Narain
7. Dr. (Smt.) Padma
8. Dr. Ramesh Chand Tomar
9. Shri Phool Chand Verma

RAJYA SABHA

10. Shri N.E. Balram
11. Shri Ram Deo Bhandari
12. Dr. Faguni Ram
13. Smt. Kailashpati
14. Shri G.Y. Krishnan
15. Shri Mentay Padmanabhan
16. Shri Nam Ratan Ram

SECRETARIAT

1. Shri R.K. Chatterjee, Deputy Secretary.
2. Shri Babu Ram, Under Secretary.

COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(1993-94)

...

(TENTH LOK SABHA)

ELEVENTH SITTING

07.10.1993

The Committee sat from 15.00 hrs. to 17.00 hrs.

PRESENT

Shri Paras Ram Bhardwaj - Chairman

MEMBERS

LOK SABHA

2. Shri Mahendra Baitha
3. Shri Ram Prakash Chaudhary
4. Shri Anadi Charan Das
5. Shri Kadambur M.R. Janardhanan
6. Shri Bheru Lal Meena
7. Shri K.H. Muniyappa
8. Shri Raj Narain
9. Shri Harchand Singh
10. Dr. Ramesh Chand Tomar
11. Shri Phool Chand Verma

RAJYA SABHA

12. Shri Prakash Yashwant Ambedkar
13. Shri N.E. Balram
14. Shri Ram Deo Bhandari
15. Dr. Faguni Ram
16. Shri G.Y. Krishnan
17. Shri Ram Ratan Ram

SECRETARIAT

1. Shri S.C. Gupta , Joint Secretary
2. Shri R.K. Chatterjee, Deputy Secretary
3. Shri Babu Ram, Under Secretary.

Annexure

MODIFICATION AS CARRIED OUT IN THE DRAFT REPORT ON
ACTION TAKEN BY THE GOVERNMENT ON THE RECOMMENDATIONS
OF THE COMMITTEE CONTAINED IN THEIR FIFTH REPORT
(TENTH LOK SABHA) ON THE MINISTRY OF CHEMICALS AND
FERTILISERS (DEPARTMENT OF FERTILISERS).

Sl. No.	Page No.	Para No.	Line No.	Modification
1.	4	1.6	7	<u>For</u> "and serious efforts" <u>Read</u> "steps"
2.	4	1.6	7	<u>For</u> "made" <u>Read</u> "taken"
3.	4	1.6	8	<u>For</u> "include" <u>Read</u> "ensure that"
4.	4	1.6	9	<u>After</u> "Director" <u>Add</u> "is appointed"
5.	5	1.9	3	<u>For</u> "proportion and" <u>Read</u> "percentage of"