

FIFTIETH REPORT
COMMITTEE ON PETITIONS
(SIXTEENTH LOK SABHA)
MINISTRY OF PETROLEUM & NATURAL GAS

(Presented to Lok Sabha on 3.8.2018)



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ANNEXURE

- (i) Minutes of the 47th sitting of the Committee held on 16.4.2018.

**COMPOSITION OF THE COMMITTEE ON PETITIONS
(2017-2018)**

Shri Bhagat Singh Koshyari -*Chairperson*

MEMBERS

2. Shri Suresh C. Angadi
3. Shri Om Birla
4. Shri Jitendra Chaudhury
5. Shri Ram Tahal Choudhary
6. Dr. K. Gopal
7. Shri C.P. Joshi
8. Shri Chhedi Paswan
9. Shri Kamlesh Paswan
10. Shri Arjun Charan Sethi
11. Shri Kodikunnil Suresh
12. Shri Dinesh Trivedi
13. Shri Rajan Vichare
14. Shri Dharmendra Yadav
15. Vacant

SECRETARIAT

- | | | |
|----------------------------|---|----------------------------|
| 1. Shri Shiv Kumar | - | Joint Secretary |
| 2. Shri Raju Srivastava | - | Additional Director |
| 3. Shri G.C. Dobhal | - | Deputy Secretary |
| 4. Shri Harish Kumar Sethi | - | Senior Executive Assistant |

FIFTIETH REPORT OF THE COMMITTEE ON PETITIONS

(SIXTEENTH LOK SABHA)

INTRODUCTION

I, the Chairperson, Committee on Petitions, having been authorised by the Committee to present the Report on their behalf, present this Fiftieth Action Taken Report (Sixteenth Lok Sabha) of the Committee to the House on the Action Taken on the recommendations of the Committee on Petitions made in their Thirty-Third Report (Sixteenth Lok Sabha) regarding mechanism for providing reservation to Scheduled Castes and Scheduled Tribes in the Bharat Petroleum Corporation Limited (BPCL) with reference to the Representation received from Shri V. P. Balwatkar.

2. The Committee considered and adopted the draft Fiftieth Action Taken Report at their sitting held on 16 April, 2018.

3. The observations/recommendations of the Committee on the above matters have been included in the Report.

NEW DELHI;
16 April, 2018
26 Chaitra, 1940 (Saka)

BHAGAT SINGH KOSHYARI,
Chairperson,
Committee on Petitions.

REPORT

ACTION TAKEN BY THE GOVERNMENT ON THE RECOMMENDATIONS OF THE COMMITTEE ON PETITIONS MADE IN THEIR THIRTY-THIRD REPORT (SIXTEENTH LOK SABHA) REGARDING MECHANISM FOR PROVIDING RESERVATION TO SCHEDULED CASTES AND SCHEDULED TRIBES IN THE BHARAT PETROLEUM CORPORATION LIMITED (BPCL) WITH REFERENCE TO THE REPRESENTATION RECEIVED FROM SHRI V. P. BALWATKAR

The Committee on Petitions (Sixteenth Lok Sabha) presented their Thirty-Third Report to Lok Sabha on 16 March, 2017 on the mechanism for providing reservation to Scheduled Castes and Scheduled Tribes in the Bharat Petroleum Corporation Limited (BPCL) with reference to the Representation received from Shri V. P. Balwatkar.

2. The Committee had made certain observations/recommendations in the matter and the Ministry of Petroleum & Natural Gas were asked to implement the recommendations and furnish their action taken notes thereon for consideration of the Committee.

3. Action Taken Notes have since been received from the Ministry of Petroleum & Natural Gas in respect of all the recommendations contained in the Report. The recommendations made by the Committee and the replies furnished thereto by the Ministry of Petroleum & Natural Gas are detailed in the succeeding paragraphs.

4. In paras 25 and 26 of the Report, the Committee had observed/recommended as follows:-

“The Committee note that the Guidelines in respect of reservation for the Scheduled Castes, Scheduled Tribes, etc., issued from time to time are being implemented in the Ministry of Petroleum & Natural Gas and Public Sector Undertakings there under – including the Bharat Petroleum Corporation Limited. The SCT Cell of the Ministry of Petroleum & Natural Gas monitors the implementation of Reservation Policy in the Public Sector Undertakings. The PSUs have also constituted ‘Implementation Cells’ under the supervision of their Liaison Officers to safeguard the interest of employees; not belonging to the SCs and STs but also to the OBCs and Persons with Disability (PWD).

The Committee also note that the Liaison Officers of the PSUs are responsible for ensuring implementation of the Presidential Directives as well as the various orders of the Government, issued from time to time on the subject. The status of appointment of

SCs, STs etc., is, however, monitored by the Ministry of Petroleum & Natural Gas through the report furnished by the respective PSUs."

5. In their action taken reply, the Ministry of Petroleum & Natural Gas has stated as follows:-

"The Ministry of Petroleum & Natural Gas (MoPNG) and Oil and Gas Public Sector Undertakings (PSUs) including Bharat Petroleum Corporation Limited (BPCL) are committed for safeguarding of the interests of the Scheduled Castes (SC) and Scheduled Tribes (ST) employees as per the Presidential Directives as well as the order of the Government issued time to time. Oil and Gas PSUs including BPCL have constituted Reservation Cells in their PSUs and also appointed Senior Executive(s) as the Chief Liaison Officer/Liaison Officer(s) for all matters relating to the implementation of the Presidential Directives as well as various Government in respect of reservations for the SCs/STs. The SCT Cell of MoPNG monitors the implementation of Reservation Policy in the Oil and Gas PSUs."

6. In para 27 of the Report, the Committee had observed/recommended as follows:-

"The Committee further note that in pursuance of the Presidential Directives on reservations for in service SCs/STs, a team lead by the Liaison Officer of the Ministry of Petroleum & Natural Gas annually inspects the 'Reservation Rosters' maintained by the Units of PSUs."

7. In their action taken reply, the Ministry of Petroleum & Natural Gas has stated as follows:-

"Yes, reservation Rosters of the units of Oil and Gas PSUs are inspected by Liaison Officer of Ministry of Petroleum & Natural Gas annually, where the Reservation Rosters are maintained."

8. In para 28 of the Report, the Committee had observed/recommended as follows:-

"The Committee is also given to understand that in the year 2015, the team had inspected the 'Reservation Rosters' of many Units of PSUs, where these Rosters are maintained."

9. In their action taken reply, the Ministry of Petroleum & Natural Gas has stated as follows:-

"In the year 2015, Reservation Rosters of 71 units Oil and Gas PSUs are inspected by Liaison Officer of Ministry of Petroleum & Natural Gas, where these Rosters are maintained."

10. In para 29 of the Report, the Committee had observed/recommended as follows:-

"While examining the instant Representation of Shri V. P. Balwatkar, the Committee conscientiously went through the deliberations they had with the Ministry of Petroleum & Natural Gas as well as representatives of the BPCL during its Study Visit to Kochi on 26th August, 2016. Notwithstanding the fact that a mechanism for providing reservation to Scheduled Castes and Scheduled Tribes in the Public Sector Undertakings, in general, and the Bharat Petroleum Corporation Limited, in particular, in terms of various Guidelines/Orders as enshrined in the form of Presidential Directives is already in place, the Committee are of the opinion that a lot of innovative efforts are still required to be made by the Ministry of Petroleum & Natural Gas in regard to the inspection of 'Reservation Rosters' being maintained various Units of the PSUs for ensuring precise representation of SCs, STs, etc., therein. The Committee, therefore, strongly recommend that with a view to disseminating the information regarding representation of SC/ST employees in various cadres of the PSUs to ward off any apprehensions/grievances from the serving employees, the 'Reservation Rosters' of various Units of the PSUs including the BPCL along with the outcome of yearly inspection undertaken by the Ministry should be made online. The Committee would like the Ministry of Petroleum & Natural Gas to take necessary action and apprise the Committee accordingly within three months of presentation of this Report to the House."

11. In their action taken reply, the Ministry of Petroleum & Natural Gas has stated as follows:-

"In view of the observation/recommendation of the Committee, the MoPNG has issued a direction to Oil and Gas PSUs to comply with the directions of the Committee for online display and inspection of the Reservation Rosters. Oil and Gas PSUs have intimated that they have either implemented the directions of the Committee or in the process of implementing the same. PSUs-wise details are as under:-

Name of Oil & Gas PSUs	Comments
ONGC	Reservation Rosters are already posted on the website of ONGC for the benefit of its employees.

IOCL	The representation of SC/ST employees in various cadres and ensuring transparency in promotions, IOCL is undertaking action to display reservation details on the intranet of respective Unit / Region/Head office and Corporate office (locations where Reservation Register/Roster Register are maintained) under the link é-PRATYAKSHA w.e.f. 1.10.2017.
HPCL	The digitized reservation rosters maintained for Direct Recruitment and Promotion for various cadres under Group A,C&D posts will be uploaded on their Portal by end of September 2017.
Numaligarh Refinery Ltd. (NRL)	The 'Reservation Rosters' and outcome of yearly inspection undertaken by the MoPNG are till now maintained in hardcopies. The same will be uploaded on their portal by end of October, 2017.
Engineers India Ltd. (EIL)	The reservation rosters are inspected annually by MoPNG. As directed, the inspected document shall be made available online for employees at their portal from September 2017 onwards.
Balmer Lawrie (BLL)	BLL prepare and maintain system driven Reservation Rosters and Roster Registers. These Rosters Registers are periodically inspected by the representatives of MoPNG. The Reservation Rosters will be uploaded on their portal by 31.08.2017, with a view to maintain transparency and ward of any grievances from the serving employees.
GAIL	The recommendation of the Committee on Petition is being examined and accordingly, the same will be implemented in GAIL in due course.
BPCL	BPCL shall comply with the decision of the Committee to publish online the outcome of yearly inspection of the 'Reservation Rosters'. The same will be published on their portal by end October, 2017.
OIL	The reservation rosters would be uploaded on the portal by 15.9.2017.
MRPL	MRPL has already uploaded the Recruitment and Promotion Reservation Roster on MRPL intranet which can be viewed by all employees.
CPCL	CPCL is taking action to display of reservation details on their intranet w.e.f 01.11.2017.

12. In para 30 of the Report, the Committee had observed/recommended as follows:-

"The Committee note that, as on 1.7.2016, the total number of employees in the BPCL was 12741 [Group 'A' – 946, Group 'B' – 2651, Group 'C' – 2335 and Group 'D' - 1761], in which, the number of Scheduled Caste and Scheduled Tribe employees were 2025 and 776, which comes about to be 15.89% and 6.09% respectively. The Committee also note that, as on 31.12.2015, in the BPCL, there was no backlog vacancies of Scheduled Castes and / or Scheduled Tribes categories in any of the Groups ('A', 'B', 'C' or 'D') except that there were 03 backlog vacancies in Scheduled Tribes category."

13. In their action taken reply, the Ministry of Petroleum & Natural Gas has stated as follows:-

"In case of recruitment of management staff in BPCL, all efforts are made to give ample opportunities to Scheduled Tribes candidates to get full opportunity in recruitment process in terms of extending relaxations and concessions vis-à-vis general candidates. However, availability of suitable candidates under ST category with requisite qualification is a challenge. To overcome this challenge, for past couple of years, BPCL have been conducting Special Recruitment Drives particularly in North-Eastern Engineering Institutes to recruit ST candidates.

Promotions within non management cadre are governed by various promotion settlements entered into by the management with the unions in marketing and refineries. However, reservations as per the applicable Presidential Directives are provided to SC/ST employees in all internal vacancy based promotions. As regards promotion within Group 'A' (Management), BPCL follow merit-cum-seniority method of promotion. While there is no reservation in promotions within Group 'A', concessions are extended to SC/ST employees as per Presidential Directives."

14. In para 31 of the Report, the Committee had observed/recommended as follows:-

"The Committee are also given to understand that the 'Presidential Directives' are being issued from time to time for extending the policies and procedures of the Government in regard to reservations, relaxation, concession, etc., for the Scheduled Castes and Scheduled Tribes to the Central Public Sector Undertaking (CPSUs). The 'Presidential Directives' broadly prescribe percentage of reservation in vacancies as 15% and 7-1/2% for Scheduled Castes and Scheduled Tribes respectively in Direct Recruitment as well as in Promotion."

15. In their action taken reply, the Ministry of Petroleum & Natural Gas has stated as follows:-

"Oil and Gas PSUs under the administrative jurisdiction of MoPNG including BPCL are committed for safeguarding of the interests of the SC and ST employees through the implementation of the Presidential Directives as well as the order of the Government on reservation issued time to time in direct recruitment as well as in promotion.

16. In para 32 of the Report, the Committee had observed/recommended as follows:-

"The Committee are satisfied by the efforts made by the BPCL in filling up the vacancies reserved for Scheduled Castes and Scheduled Tribes – in view of the fact that there were only 03 backlog vacancies reserved for Scheduled Caste candidates. Nevertheless, the Committee wish to emphasise that the overall cadre strength of Scheduled Caste and Scheduled Tribe categories would, at times, is unable to give a true picture of the grievances of individual reserved-category employee relating to non-consideration of their candidature for promotion as raised by Shri Balwatkar, in his Representation. Though the Committee are aware of the fact that in terms of Clause 14.1 of the 'Presidential Directives', there is no reservation in promotion by selection to posts within Group 'A', except a concession, namely that the Scheduled Castes / Scheduled Tribes Officers, who are senior enough in the zone of consideration for promotion so as to be within the number of vacancies for which the select list has to be drawn up, provided that they are not considered 'unfit' for promotion. The Committee would, however, like to impress upon the Ministry of Petroleum & Natural Gas to issue necessary directives to all the CPSUs, including BPCL, for adopting a transparent mechanism for consideration for promotion of Scheduled Castes/Scheduled Tribes employees so that they are also able to comprehend all the inherent intricacies involved while implementing the various provisions of relevant Guidelines/Orders on case to case basis. The Committee would like to be apprised of the action taken by the Ministry of Petroleum & Natural Gas in the matter."

17. In their action taken reply, the Ministry of Petroleum & Natural Gas has stated as follows:-

"As per the Presidential Directives (Clause 14.1) regarding promotion by selection to posts within Group A in BPCL, there is no reservation, except a concession namely that the SCs/STs, who are senior enough in the zone of consideration for promotion so as to be within the number of vacancies for which the select list has to be drawn up, would be included in the list provided they are not considered unfit for promotion. In respect of eligible SC and ST employees meeting the criteria under Clause 14.1 of the Presidential Directives, the minimum requirements of performance and potential levels are suitably lowered. As per Department of Public Enterprises' circular dated

8.11.2004, the ultimate salary limit up to which the SC/ST staff should be extended concession as per Presidential Directives, has been revised to the maximum of the salary scale applicable for Job Group 'C' in our hierarchy. However, BPCL has continued giving the concession to SC/STs for promotions upto two levels higher i.e. Junior Grade 'E'. In regard to transparency of the process, BPCL is mentioned that regardless of whether any SC/ST candidate is in the reckoning, every DPC would have a member of the SC/ST community as a representative of the DPC to safeguard the interest of SC/ST Candidates.

As regards, the observations / recommendation made by the Committee for this Ministry, the MoPNG has issued instruction to Oil and Gas PSUs to comply with the directions of the Committee. Oil and Gas PSUs have intimated that they have already implemented the directions of the Committee, PSUs wise details were given to the Committee as follows:-

Name of Oil & Gas PSUs	Comments
ONGC	There is a transparent mechanism existed in ONGC for promotions in all levels for the SC/ST employees.
IOCL	IOCL is ensuring transparency in the promotions and promotion statistics indicating post wise total vacancies reserved for SC/ST and the number of SC/ST employees promoted.
HPCL	In case of promotion of SC/ST employees in HPCL, trainings are held throughout the year wherein the awareness on Presidential Directives and Government Orders issued from time to time in the subject are imparted for members of SC/ST Association.
Numaligarh Refinery Ltd. (NRL)	NRL is adopting a transparent mechanism for consideration for promotion of SC/ST employees.
Engineers India Ltd. (EIL)	Reservation and concessions are provided to SC/ST employees as per government rules & guidelines. A transparent mechanism already exists in EIL for SC/ST employees. Rules and procedure for reservation/concessions for SC/ST in promotion are available at EIL portal.
Balmer Lawrie (BLL)	The Company has a Board approved Career Progression Policy which has reservations for SC/ST based on Presidential Directives. Also in order to maintain transparency the Policy has been uploaded on the Company website for information.

GAIL	There is a transparent mechanism existed in GAIL for promotions in all levels for the SC/ST employees.
BPCL	BPCL is adopting a transparent mechanism for consideration for promotion of SC/ST employees. BPCL shall comply with the decision to adopt transparent mechanism so that SC / ST employees are able to comprehend all the inherent intricacies involved while implementing the various provisions of relevant guidelines/orders on case to case basis.
OIL	Adopted a transparent mechanism for consideration for promotion of SC/ST employees of OIL so that they are able to comprehend all the inherent intricacies involved while implementing the various provisions of the relevant Guidelines/Orders on case to case basis.
MRPL	MRPL is following Presidential Directives/DoPT Guidelines for promotion of SC/ST employees in MRPL.
CPCL	CPCL is ensuring transparency in promotion for ST/SC employees.

18. In paragraphs 33, 34 and 35 of the Report, the Committee had observed/recommended as follows:-

“The Committee note that the representationist, Shri V. P. Balwatkar joined the BPCL on 24.1.1984, as Deputy Manager against an ST vacancy. His probation period was extended for six months and in the Annual Performance Report, he was graded as ‘average/below average’ for two consecutive years. During his service period spanning over 14 years, in the year 1990, he got his first progression after 6 years as a Manager and thereafter, there was no progression till he retired on 30.4.1998 on attaining the age of superannuation. Due to alleged discrimination in not considering him for promotion to the next higher post, Shri Balwatkar gave several representations to the Management of the BPCL. He also submitted a Representation to the National Commission for Scheduled Tribes and BPCL for redressal of his service-related grievances.

The Ministry of Petroleum & Natural Gas and the BPCL during the course of examination of his representation apprised the Committee that the terms and

conditions of service in the BPCL inter alia stipulate that the newly recruited personnel is required to be placed on probation for a period of twelve months and after the completion of said probation, in case, the performance of the employee is not found satisfactory, the same is liable to be extended for another six months. Since the performance of Shri Balwatkar during his probation period was not found satisfactory, his period of probation was extended by another six months and only thereafter he was confirmed in the service. Since his Annual Appraisal Reports, thereafter, also continued to be 'mediocre' in nature, in a career span of 14 years in the BPCL he got only one promotion in 1990. Subsequent to the promotion of Shri Balwatkar, his performance levels continue to be of the same pattern. He retired from the BPCL on 30.4.1998. Shri Balwatkar's performance issues, areas of development were advised to him several times during his career span.

The Committee were further informed that Shri Balwatkar had been assessed 'Very Good' only for one year out of his entire career of 14 years. In the year 1989, since, he had an acceptable level of performance, he was considered for promotion as Manager. Thereafter, the track record of Shri Balwatkar was not up to the mark, as a consequence thereof, he could not be considered for any further career progression even after applying the principles of concessions as per Clause 14.1 of the Presidential Directives, though he belonged to ST community. Shri Balwatkar's performance during his career span of 14 years was sub-optimal and his poor performance was the only reason for his slow progression but no increments were withheld on account of his performance."

19. In their action taken reply, the Ministry of Petroleum & Natural Gas has stated as follows:-

"The observations made here are as per submission made by BPCL for the Committee's meeting, with the specific reference to the facts and circumstances of the case related to Shri V. P. Balwatkar."

20. In para 36 of the Report, the Committee had observed/recommended as follows:-

"While going through the case, threadbare, the Committee observe that the BPCL had not only examined all his service-related representations but also conveyed their position to the representationist from time to time. In this chronology, the National Commission for Scheduled Tribes had inter alia also observed that no discrimination of any kind was meted out to the representationist while in serving the BPCL. The Committee have also gathered that the representationist was given number of opportunities to improve his performance issues, area(s) of development during his career span but to no avail. The Committee are, therefore, of the firm opinion that all

allegations of Shri Balwatkar that he has been discriminated and not considered for promotion are unfounded and does not cut much ice. However, the Committee would like to point out that the Management of the BPCL should make efforts to strengthen their Grievance Redressal Machinery to expeditiously deal with various service-related matter on which the employees, sometimes, feel aggrieved. The Committee, therefore, urge the Ministry of Petroleum & Natural Gas to advise the BPCL Management to once again invite/write to Shri Balwatkar, though he retired around 18 years ago, for having an unambiguous understanding of all the finer aspects of the welfare of Scheduled Castes/Scheduled Tribes in tune with the Presidential Directives issued by the Department of Public Enterprises for extending the policies and procedures of the Government in regard to reservation, relaxation, concession, etc., for Scheduled Castes and Scheduled Tribes employed in the CPSUs. The Committee would like to be apprised of the action taken by the Ministry in this regard."

21. In their action taken reply, the Ministry of Petroleum & Natural Gas has stated as follows:-

"With specific reference to the case of Shri V. P. Balwatkar the Committee on Petitions has fully concurred with the submission made by BPCL in regard to representation made by Shri V. P. Balwatkar on various aspects related to his career progression whilst he was in service in BPCL. The Committee had also advised BPCL to invite/write to Shri V.P Balwatkar to enable him to obtain an unambiguous understanding of all the finer aspects of the welfare of Scheduled Castes/Scheduled Tribes in tune with the Presidential Directives. Accordingly BPCL has written to Shri V. P. Balwatkar on 12th May, 2017. BPCL have also taken note and initiated steps accordingly as advised by the Committee to make efforts to strengthen the Grievance Redressal Machinery to expeditiously deal with various service related matters on which employees sometimes feel aggrieved."

Observations/Recommendations

Online Display and Outcome of Yearly Inspection of Reservation Rosters in PSUs

22. The Committee had pointed out that though a mechanism for providing reservation to Scheduled Castes and Scheduled Tribes in the Public Sector Undertakings, in general, and the Bharat Petroleum Corporation Limited, in particular, in terms of various Guidelines/Orders as enshrined in the form of Presidential Directives is already in place, a lot of innovative efforts were still required to be made by the Ministry of Petroleum & Natural Gas in regard to the online display and inspection of Reservation Rosters being maintained by the various Units of the PSUs for reflecting a true picture as obtaining in the matter pertaining to reservation of SCs, STs, etc., and other matters related therewith. In this regard, the Committee had strongly recommended that with a view to disseminating the information regarding reservation *vis-a-vis* representation of SC/ST employees in various cadres of the PSUs to ward off any apprehensions/grievances from the serving employees, the 'Reservation Rosters' of various Units of the PSUs including the BPCL along with the outcome of yearly inspection undertaken by the Ministry, should be made online.

23. The Ministry of Petroleum & Natural Gas in their Action Taken Replies have apprised the Committee that they issued a direction to Oil and Gas PSUs to comply with the directions of the Committee for online display and inspection of the Reservation Rosters. In response thereto, the Oil and Gas PSUs have intimated the Ministry that they have either implemented the directions of the Committee or in the process of implementing the same. The Ministry of Petroleum & Natural Gas had furnished PSUs-wise details in this regard, which are as follows:-

Name of Oil & Gas PSUs	Comments
ONGC	Reservation Rosters are already posted on the website of ONGC for the benefit of its employees.
IOCL	The representation of SC/ST employees in various cadres and ensuring transparency in promotions, IOCL is undertaking action to display reservation details on the intranet of respective Unit / Region/Head office and Corporate office (locations where Reservation Register/Roster Register are maintained) under the link é-PRATYAKSHA w.e.f. 1.10.2017.
HPCL	The digitized reservation rosters maintained for Direct Recruitment and Promotion for various cadres under Group A,C&D posts will be uploaded on their Portal by end of September 2017.
Numaligarh Refinery Ltd. (NRL)	The 'Reservation Rosters' and outcome of yearly inspection undertaken by the MoPNG are till now maintained in hardcopies. The same will be uploaded on their portal by end of October, 2017.
Engineers India Ltd. (EIL)	The reservation rosters are inspected annually by MoPNG. As directed, the inspected document shall be made available online for employees at their portal from September 2017 onwards.
Balmer Lawrie (BLL)	BLL prepare and maintain system driven Reservation Rosters and Roster Registers. These Rosters Registers are periodically inspected by the representatives of MoPNG. The Reservation Rosters will be uploaded on their portal by 31.08.2017, with a view to maintain transparency and ward of any grievances from the serving employees.
GAIL	The recommendation of the Committee on Petition is being examined and accordingly, the same will be implemented in GAIL in due course.
BPCL	BPCL shall comply with the decision of the Committee to publish online the outcome of yearly inspection of the 'Reservation Rosters'. The same will be published on their portal by end October, 2017.

OIL	The reservation rosters would be uploaded on the portal by 15.9.2017.
MRPL	MRPL has already uploaded the Recruitment and Promotion Reservation Roster on MRPL intranet which can be viewed by all employees.
CPCL	CPCL is taking action to display of reservation details on their intranet w.e.f 01.11.2017.

24. From the information furnished by the Ministry of Petroleum & Natural Gas, the Committee observe that even though a substantial time has already been elapsed in implementing the recommendation in respect to online updation of the details of Reservation Rosters for ensuring precise representation of Schedule Castes and Scheduled Tribes, etc., by the Oil and Gas Public Sector Undertakings, as of now, only a few PSUs under the Ministry of Petroleum & Natural Gas have complied with the directions of the Ministry and rest of the PSUs are yet to upload/display of Reservation Rosters and outcome of its yearly inspection. In this regard, the Committee would urge the Ministry of Petroleum & Natural Gas to take all necessary steps to ensure the online availability of 'Reservation Rosters' along with the outcome of Yearly Inspections undertaken by the Ministry in a prompt and time bound manner. The Committee would like to be apprised of the action taken by the Ministry of Petroleum & Natural Gas on this count along with the targets achieved by the Oil and Gas PSUs in compliance of the recommendation of the Committee.

Transparency in implementation of reservation/promotion with respect to SC/ST vacancies in BPCL

25. The Committee had impressed upon the Ministry of Petroleum & Natural Gas to issue necessary directives to all the Oil and Gas PSUs, including BPCL, for adopting a transparent mechanism for consideration of reservation and promotion of Scheduled Castes/Scheduled Tribes employees so that they are also able to comprehend all the

inherent intricacies involved in implementation of various provisions of relevant Guidelines/Orders on case to case basis.

26. The Committee are satisfied with the various initiatives taken by the Ministry of Petroleum & Natural Gas as enshrined under Clause 14.1 of the Presidential Directives, that the minimum requirements of performance and potential levels are suitably lowered in respect of eligible SC/ST employees for meeting the relevant criteria. The ultimate salary limit up to which the SC/ST staff should be extended concession as per Presidential Directives has been revised to the maximum of the Salary Scale applicable for Group 'C' job in BPCL, as per the Department of Public Enterprises' Circular dated 8.11.2004. Further, the BPCL have continued giving the concession to SC/STs for promotions upto Two Levels higher, i.e., Junior Grade 'E'. In regard to transparency of the process, regardless of whether any SC/ST candidate is in the reckoning, in BPCL, every Departmental Promotion Committee (DPC) would have a member of the SC/ST community as a representative in the DPC to safeguard the interest of SC/ST Candidates.

27. Further, the Committee have been ensured that the instructions of the Ministry of Petroleum & Natural Gas with respect to a transparent mechanism for consideration for promotion of SC/ST employees will be followed by all the PSUs under the Ministry. However, since the matter of providing reservation to SCs and STs needs to be dealt very carefully as per the Presidential Directives and other Government orders from time to time, the Committee desire that steps may be so taken that any eligible SC/ST candidate should not be deprived of getting their rights with respect to promotional opportunities at any point of time in all the PSUs under the Ministry of Petroleum & Natural Gas. The Committee would like to be apprised of the action taken in this regard.

Strengthening of Grievance Redressal Cell

28. The Committee while examining the representation of Shri V. P. Balwatkar, had observed that the BPCL had not only examined all his service-related Representations but also conveyed their position to the Representationist from time to time. The National Commission for Scheduled Tribes had also *inter-alia* observed that no discrimination of any kind was meted out to the Representationist while serving the BPCL. The Committee had pointed out that the Management of the BPCL should make efforts to strengthen their Grievance Redressal Machinery to expeditiously deal with various service-related matter on which the employees, sometimes, feel aggrieved. Therefore, the Committee had urged the Ministry of Petroleum & Natural Gas to advise the BPCL Management to once again invite/write to Shri Balwatkar, though he retired around 18 years ago; for having an unambiguous understanding of all the finer aspects of the welfare of SC/ST in tune with the Presidential Directives issued by the Department of Public Enterprises for extending the policies and procedures of the Government in regard to reservation, relaxation, concession, etc., for Scheduled Castes and Scheduled Tribes employed in the CPSUs. The Ministry of Petroleum & Natural Gas, in their action taken reply, has spelled out that the BPCL had written a letter to Shri V. P. Balwatkar on 12.5.2017. The BPCL have also taken note and initiated steps accordingly as advised by the Committee to make efforts to strengthen the Grievance Redressal Machinery to expeditiously deal with various service related matters on which employees sometimes feel aggrieved.

29. The Committee are constrained to express their view that though as per the directions of the Ministry of Petroleum & Natural Gas, the BPCL have written a letter to Shri V. P. Balwatkar on 12.5.2017 and have also taken note and steps initiated to make efforts to strengthen the Grievance Redressal Machinery to expeditiously deal with various service related matters on which employees sometimes feel aggrieved, but, there is no specific information on follow up action and the result arrived at after

issuing letter to Shri V. P. Balwatkar. Further, the Committee have not been apprised of the specific steps initiated by the BPCL to strengthen the Grievance Redressal Machinery as recommended earlier. The Committee, therefore, once again urge the Ministry of Petroleum & Natural Gas - the BPCL in particular, to apprise the Committee about the response of Shri V. P. Balwatkar on the issue and the updated status as obtaining in the matter. The Committee also reiterate that to strengthen the Grievance Redressal Machinery to expeditiously deal with various service related matters on which employees sometimes feel aggrieved by taking specific steps/measures by the BPCL.
