

COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES (1995-96)

(TENTH LOK SABHA) SIXTY-FIRST REPORT

(MINISTRY OF PETROLEUM AND NATURAL
GAS)

Action taken by Government on the recommendations contained in the Forty-Ninth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of Petroleum & Natural Gas—Reservation for and employment of Scheduled Castes and Scheduled Tribes in Indian Oil Corporation Limited including reservation for Scheduled Castes and Scheduled Tribes in grant of Gas/Petrol Agencies.



Presented to Lok Sabha on 6.3.1996

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LOK SABHA SECRETARIAT
NEW DELHI

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**COMPOSITION OF THE COMMITTEE ON THE
WELFARE OF SCHEDULED CASTES AND
SCHEDULED TRIBES (1995-96)**

Shri Paras Ram Bhardwaj — *Chairman*

MEMBERS

Lok Sabha

- 2. Shri Ram Narain Berwa
- 3. Shri Dwarka Nath Das
- 4. Shri Santosh Kumar Gangwar
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- 29. Shri S.S. Surjewala
- 30. Shri G. Swaminathan

SECRETARIAT

- 1. Shri G.C. Malhotra — *Joint Secretary*
- 2. Shri Babu Ram — *Deputy Secretary*

INTRODUCTION

1. the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes, having been authorised by the Committee to finalise and submit the Report on their behalf, present this Sixty-first Report (Tenth Lok Sabha) on Action Taken by Government on the recommendations of the Committee contained in their Forty-ninth Report (Tenth Lok Sabha) on Ministry of Petroleum and Natural Gas "Reservation for and Employment of Scheduled Castes and Scheduled Tribes in Indian Oil Corporation Limited including reservation for Scheduled Castes and Scheduled Tribes in grant of Gas/Petrol Agencies."

2. The Report was considered and adopted by the Committee on 16 January, 1996.

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

4. An analysis of the Action Taken by Government on the recommendations of the Committee contained in the Forty-ninth Report is given in Appendix. It would be observed therefrom that out of 15 recommendations/observations contained in the Report, 12 recommendations i.e. 80 per cent have been accepted by Government. The Committee do not desire to pursue 1 recommendation i.e. 6.67 per cent in the light of the reply received from the Government while the remaining two recommendations i.e. 13.33 per cent require reiteration because replies of Government in these cases have not been accepted by the Committee.

NEW DELHI;
February, 1996

Phalguna, 1917(S)

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

CHAPTER I

REPORT

1.1 This Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes deals with the action taken by the Government on the recommendations contained in their 49th Report (Tenth Lok Sabha) on the Ministry of Petroleum and Natural Gas on "Reservation for and Employment of Scheduled Castes and Scheduled Tribes in Indian Oil Corporation Limited including reservation for SCs and STs in grant of Gas/Petrol Agencies."

1.2 The Forty-ninth report was presented to Lok Sabha on 28th April, 1995. It contained 15 recommendations. Replies of the Government in respect of these recommendations have been examined and may be categorised as under:—

- (i) Recommendations/Observations which have been accepted by the Government (Sl. Nos. 1, 2, 3, 4, 6, 9, 10, 11, 12, 13, 14, 15).
- (ii) Recommendations/Observations which the Committee do not desire to pursue in the light of the replies received from the Government (Sl. No. 5).
- (iii) Recommendations/Observations replies to which have not been accepted by the Committee which need reiteration (Sl. Nos. 7 and 8).
- (iv) Recommendations/Observations in respect of which final replies of the Government have not been received (NIL).

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

PROMOTION

Recommendation (Sl. No. 7, Para 3.14)

1.4 The Committee had recommended that the shortfall in promotion in respect of STs should be cleared at the earliest, if possible, by relaxing the minimum qualifying period of service for ST candidates. The Committee had also recommended that to overcome the non-availability of eligible ST candidates in the feeder cadre, the promotional posts should temporarily be diverted to direct recruitment.

1.5 In their reply the Government have stated that Non-availability of required number of eligible SC/ST employees in respective feeder cadres for promotion, and wide variation in the prescribed percentages of reservation in direct recruitment and promotion in some of the States, are the major reasons of shortfall. Besides, IOC being a multi-unit

organisation, the seniority of workmen is maintained Region/Unit-wise, and therefore any additional SC/ST employees available at a particular Region/Unit cannot be adjusted at other locations. In respect of the suggestion of the Committee that the minimum qualifying period for promotion in respect of ST candidates be further relaxed. The Government have further stated that there is no provision under the Presidential Directives on SCs/STs to provide such a relaxation. The recommendation of the Committee to temporarily transfer promotion posts to direct recruitment will have very limited application in IOC, as direct recruitment is not done at all levels of officers category as well as non-officers category posts. There are some specified induction levels posts in which recruitment is made. However, the recommendation can be implemented only to such posts which are filled by both modes, *i.e.* recruitment and promotion, and where the separate quotas for recruitment and promotion are prescribed under the Recruitment Rules of the Company. In IOC, such a quota is followed while effecting promotions from non-officer to officer category in accordance with an award given by the then Central Labour Minister, Shri K.V. Raghunatha Reddy in the year 1974, according to which, 50% of the posts at the lowest level in officers category would be filled by promotion from amongst non-officers category and remaining 50% by direct recruitment from open market. This award, though originally given in respect of Barauni Refinery, was later extended to other locations/units through bipartite/tripartite settlements with unions and is being practised for the last over two decades. Therefore, the recommendation to divert posts in promotion quota to that of direct recruitment quota, would be viewed by the unions as an infringement of their rights and violation of the settlement implemented for over two decades and therefore could easily lead to IR problems. The Government have also stated that the shortfall in promotion in Group 'A' is only 5, which constitutes a meagre 2.4% of the total promotions effected from Group 'B' (208 in 1994). Looking to the large size and spread of Indian Oil Corporation having multiple Units/Regions, requiring different rosters to be maintain for each Unit/Region separately, the above backlog is insignificant. The backlog, as mentioned earlier, is primarily due to the fact that under the Presidential Directives, the percentage prescribed for SC/ST in recruitment quota is lower than that prescribed in promotion quota in most of the States where IOC has its operations. It is submitted that so long as this deficiency exists, some amount of backlog is likely to be generated.

1.6 The Committee are not satisfied with the reply of the Government. The contention of the Ministry of Petroleum and Natural Gas that there is no provision under the Presidential Directive on SCs/STs to provide relaxation of minimum qualifying period for promotion in respect of ST candidates is not justifiable as the Committee feel that there are no evidence to show that before allowing the reserved vacancies to be elapsed, serious efforts were made by the Ministry in the past to overcome the backlog. The

Committee strongly urge that the matter should be considered afresh and the necessary relaxation in the qualifying period of service should be given to SCs/STs for promotion to next higher scale. The Committee also do not agree with the reply of the Government that if the promotion quota is diverted to direct recruitment quota then the unions will view it as an infringement of their rights and violation of the settlement. The Committee are of the view that no settlement should be arrived at with the Unions which may infringe the rights of SCs/STs under the provisions of the Constitution. The Committee, therefore, reiterate that the shortfall in promotion should be cleared immediately by diverting the promotional posts to direct recruitment temporarily and the Committee should also be apprised of the outcome of the Action taken in this regard.

SUPERSESSION OF SC/ST CANDIDATES

Recommendation (Sl. No. 8, Para No. 3.15)

1.7 The Committee had recommended that IOC should make all efforts to avoid supersession of SCs/STs in technical grades.

1.8 In their reply the Government has stated that IOC shall make all efforts to minimise instances of supersession of SC/ST candidates.

1.9 The Committee reiterate their earlier recommendation that IOCL should make all out efforts to avoid instances of supersession of SC/ST candidates in Technical grades.

BOARD OF DIRECTORS

Recommendation (Sl. No. 5, Para 1.16)

1.10 The Committee had noted that as per para 2.1 of the Brochure on Reservation for SCs and STs (8th Edition) brought out by the Ministry of Personnel, Public Grievances and Pensions, the post of Functional Directors on the Board of Indian Oil Corporation Limited has not been exempted from the purview of reservation orders. The Committee, therefore, had recommended that henceforth all appointments of Functional Directors should be made as per the provision of rosters prescribed for Group 'A' posts.

1.11 In their reply the Government have stated that the policy of the Government is to select Directors from amongst the persons with proven ability and good record in the fields of Industry, Commerce, Administration, Finance etc. The recent Industrial Policy Statement has also re-affirmed the need for making the role of public sector enterprises more professional. At the same time, 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 appointments in the Central Public Sector Enterprises are always being considered. In keeping with this policy and having regard to the recommendations of the Committee, it will be the Ministry's endeavour to appoint atleast one person belonging to SC/ST as whole-time or part-

time Director on the Board of Indian Oil Corporation Limited. As for the adoption of a policy for enforcement of the reservation roster to Board level appointments this would come within the purview of the Department of Personnel and Training and Department of Public Enterprises.

1.12 The Committee desire that the matter may be pursued with the Ministry of Personnel and Training vigorously and the Committee may be apprised of the outcome.

RECRUITMENT

Recommendation (Sl. No. 6, Para 2.19)

1.13 The Committee had recommended that sincere efforts should be made by IOCL to wipe out the backlog at the earliest as assured by the representative of IOCL.

1.14 In their reply the Government have stated that Corporation has already initiated recruitment action by undertaking Special Recruitment Drive for expeditious clearance of the backlog. The backlog position has been reduced from 9 SC and 25 ST to 6 SC and 11 ST till 30.6.95.

1.15 The Committee are happy to note that a Special Recruitment Drive had been launched by the Corporation to clear the backlog. However, the Committee would like to be apprised of the outcome of Special Recruitment Drive.

FALSE CASTE CERTIFICATE

Recommendation (Sl. No. 9, Para 4.3)

1.16 The Committee had desired that the matter regarding verification of false caste certificate should be pursued vigorously by IOC and early disposal of pending court cases so that genuine SCs and STs are not deprived of their Constitutional rights.

1.17 In their reply the Government have stated that IOC shall make all efforts to get pending cases expedited.

1.18 The Committee desire that immediate action may be taken to have the pending cases disposed of at the earliest and they may be apprised of the latest position.

CHAPTER II

RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT

Recommendation (Sl. Nos. 1, 2, 3, 4 Paras 1.12, 1.13, 1.14 and 1.15)

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

The Committee note that one of the Part Time Directors belongs to SC but there is no provision of appointing any Director belonging to SC/ST on the Board of Directors of IOC. The Committee regret to note that at present there are 5 Functional Directors but none of them is belonging to SC/ST.

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

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

Reply of Government

The policy of the Government is to select Directors from amongst the persons with proven ability and good record in the fields of industry, commerce, administration, finance, etc. The recent Industrial Policy Statement has also re-affirmed the need for making the role of public sector enterprises more professional. At the same time, 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 appointments in the Central PSEs are always being considered. In keeping with this policy, and having regard to the recommendations of the Committee, it will be the Ministry's endeavour to appoint atleast one person belonging to SC/ST as whole-time or part-time

Director on the Board of Indian Oil Corporation Limited. As for the adoption of a policy for enforcement of the reservation roster to Board level appointments, this would come within the purview of the Department of Personnel & Training and Department of Public Enterprises.

[Ministry of Petroleum & Natural Gas O.M. No. J-13012/1/95-SCT dated 3 August, 1995]

Recommendation (Sl. No. 6, Para 2.19)

The Committee note that despite the massive recruitment exercise including Special Recruitment Drive undertaken by IOC during the years 1992, 1993 and 1994 to fill up the backlog vacancies of SCs/STs, the backlog of SCs/STs in Group 'A', 'C' & 'D' posts still exists. The backlog position in respect of ST candidates particularly has been worse especially in Grade 'A' services. The reasons of non-availability of SC/ST candidates is not convincing. The representatives of IOC explained during evidence that all sincere efforts are being made to clear the backlog by 30.9.95. The Committee therefore recommend that sincere efforts should be made by IOC to wipe out the backlog at the earliest as assured by the representatives of IOC.

Reply of Government

Corporation has already initiated recruitment action by undertaking Special Recruitment Drives for expeditious clearance of the backlog. The backlog position has been reduced from 9 SC and 25 ST to 6 SC and 11 ST till 30.6.95.

[Ministry of Petroleum & Natural Gas O.M. No. J-13012/1/95-SCT dated 3 August, 1995]

Comments of the Committee

Please see para 1.15 of Chapter I

Recommendation (Sl. No. 9, Para 4.3)

The Committee note with concern that there are 8 instances of false caste certificates in IOC, out of which 3 cases are pending before the High Court of Madras, and 1 case is under investigation by the District Authority. The Committee desire that the matter should be pursued vigorously by IOC for early verification of the certificates and early disposal of pending court cases so that genuine SCs and STs are not deprived of their Constitutional rights.

Reply of Government

As recommended by the Committee, IOC shall make all efforts to get pending cases expedited in courts.

[Ministry of Petroleum & Natural Gas O.M. No. J-13012/195-SCT dated 3 August, 1995]

Comments of the Committee

Please see para 1.18 of Chapter I

Recommendation (Sl. No. 10, Para 4.7)

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

Reply of Government

~ All the grievances received from the employees belonging to the SCST categories for the years 1990-91, 1991-92 and 1992-93 have since been disposed of. Promotions are effected in accordance with the recruitment rules, taking into account the performance and ability of the employees. All care is taken to ensure that the caste identity does not prejudice the prospect of a candidate. Transfers are carried out taking into account the individual's need for growth and the organisation's requirement for skills. IOC has always adopted an even-handed policy to ensure that there is not discrimination or injustice in the decisions relating to employees belonging to the SC and ST categories.

[Ministry of Petroleum & Natural Gas O.M. No. J-13012/195-SCT dated 3 August, 1995]

Recommendation (Sl. Nos. 11, 12, Paras 4.14 & 4.15)

The Committee are unhappy to note that out of 105 employees who were deputed abroad for training or who attended seminars/symposia/conferences during 1991 to 1993, the representation of SCs and STs was 4 and 'nil' respectively. The reason attributed for non-availability of SCST personnel at senior executive level is not convincing. The Committee feel that sincere efforts have not been made by IOC in making SCST personnel available for training abroad.

The Committee recommend that the criterion for nomination of executives for training abroad should be suitably relaxed to make SCST officers available for training abroad. The Committee further

recommend that IOC should ensure that an adequate number of SC/ST employees are deputed for training abroad or for attending seminars/symposia/conferences.

Reply of Government

IOC has assured that it will endeavour to increase the nomination of executives belonging to the SC/ST categories for deputation on training abroad. A close scrutiny will be maintained to ensure that candidates of this category who are otherwise meeting the minimum prescribed requirement, find a greater representation in the selection.

[Ministry of Petroleum & Natural Gas O.M. No. J-13012/195-SCT dated 3 August, 1995]

Recommendation (Sl. No. 13, Para 4.19)

The Committee note with concern that out of 121 employees of IOC who are on deputation to other departments during 1992 to 1994, 13 belong to SCs and only 2 to STs. The reason for this poor representation of SCs/STs is stated to be that the selection for deputation is made by borrowing organisation and IOC does not have any decision-making role, except sponsoring the names of suitable candidates. The Committee recommend that IOC should consider favourably the cases of SC/ST candidates for sponsoring them for deputation to other departments so as to improve their representation.

Reply of Government

IOC has initiated action to sponsor larger numbers of SC/ST candidates for placement on deputation to other organisations. Also, IOC will endeavour to ensure that SC/ST representation is adequate in the matter of taking candidates on deputation from other organisations into IOC.

[Ministry of Petroleum & Natural Gas O.M. No. J-13012/195-SCT dated 3 August, 1995]

Recommendation (Sl. No. 14, Para 4.23)

The Committee note with concern that out of 74 employees selected by other institutions for secondment to foreign companies, there were 6 from SC category and none from ST category. The reason given by IOC that it has no say in final selection of its employees for secondment abroad is not acceptable. The Committee, therefore, recommend that henceforth IOC should consider the case of eligible SC/ST employees favourably for secondment abroad.

Reply of Government

IOC has noted the recommendation of the Committee for implementation.

[Ministry of Petroleum & Natural Gas O.M. No. J-13012/195-SCT dated 3 August, 1995]

Recommendation (Sl. No. 15, Para 4.26)

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

Reply of Government

IOC has noted the observation of the Committee for implementation.

[Ministry of Petroleum & Natural Gas, O.M. No. J-13012/195-SCT,
dated 3 August, 1995]

CHAPTER III

RECOMMENDATIONS/OBSERVATIONS WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE IN THE LIGHT OF THE REPLIES RECEIVED FROM THE GOVERNMENT

Recommendation (Sl. No. 5, Para 1.16)

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

Reply of Government

The policy of the Government is to select Directors from amongst the persons with proven ability and good record in the field of industry, commerce, administration, finance, etc. The recent Industrial Policy Statement has also re-affirmed the need for making the role of public sector enterprises more professional. At the same time, 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 appointments in the Central PSEs are always being considered. In keeping with this policy, and having regard to the recommendations of the Committee, it will be the Ministry's endeavour to appoint atleast one person belonging to SC/ST as whole-time or part-time Director on the Board of Indian Oil Corporation Limited. As for the adoption of a policy for enforcement of the reservation roster to Board level appointments, this would come within the purview of the Department of Personnel & Training and Department of Public Enterprises.

[Ministry of Petroleum & Natural Gas, O.M. No. J-13012/195-SCT,
dated 3 August, 1995]

Comments of the Committee

Please see Para 1.12 Chapter I.

CHAPTER IV

RECOMMENDATIONS/OBSERVATIONS REPLIES TO WHICH HAVE NOT BEEN ACCEPTED BY THE COMMITTEE WHICH NEED REITERATION

Recommendation (Sl. No. 7, Para 3.14)

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

Reply of Government

Non-availability of required number of eligible SC/ST employees in respective feeder cadres for promotion, and wide variation in the prescribed percentages of reservation in direct recruitment and promotion in some of the States, are the major reasons of shortfall. Besides, IOC being a multi-unit organisation, the seniority of workmen is maintained Region/Unit-wise, and therefore any additional SC/ST employees available at a particular Region/Unit cannot be adjusted at other locations.

In respect of the suggestion of the Committee that the minimum qualifying period for promotion in respect of ST candidates be further relaxed, it may be mentioned that there is no provision under the Presidential Directive on SCs/STs to provide such a relaxation.

The recommendation of the Committee to temporarily transfer promotion posts to direct recruitment will have very limited application in IOC, as direct recruitment is not done at all levels of officers category as well as non-officers category posts. There are some specified induction level posts in which recruitment is made. However, the recommendation can be implemented only to such posts which are filled by both modes, i.e. recruitment and promotion, and where the separate quotas for recruitment and promotion are prescribed under the Recruitment Rules of the Company.

In IOC, such a quota is followed while effecting promotions from non-officer to officer category in accordance with an award given by the then Central Labour Minister, Shri K.V. Raghunatha Reddy in the year 1974, according to which, 50% of the posts at the lowest level in officers category would be filled by promotion from amongst non-officers category and remaining 50% by direct recruitment from open market. This award, though originally given in respect of Barauni Refinery, was later extended to other locations/units through bipartite/tripartite settlements with unions and is being practised for the last over two decades.

Therefore, the recommendation to divert posts in promotion quota to that of direct recruitment quota, would be viewed by the unions as an infringement of their rights and violation of the settlement implemented for over two decades and therefore could easily lead to IR problems.

Further, the shortfall in promotion in Group 'A' is only 5, which constitutes a meagre 2.4% of the total promotions effected from Group 'B' (208 in 1994). Looking to the large size and spread of Indian Oil Corporation having multiple Units/Regions, requiring different rosters to be maintained for each Unit/Region separately, the above backlog is insignificant. The backlog, as mentioned earlier, is primarily due to the fact that under the Presidential Directives, the percentage prescribed for SC/ST in recruitment quota is lower than that prescribed in promotion quota in most of the States where IOC has its operations. It is submitted that so long as this deficiency exists, some amount of backlog is likely to be generated.

[Ministry of Petroleum & Natural Gas, O.M. No.J-13012/1/95-SCT dated 3 August, 1995]

Comments of the Committee

Please see para 1.6 of Chapter I

Recommendation (Sl. No. 8, Para 3.15)

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

Reply of Government

IOC has assured that it shall make all efforts to minimise instances of supersession of SC/ST candidates.

[Ministry of Petroleum & Natural Gas, O.M. No. J-13012/1/95-SCT dated 3 August, 1995]

Comments of the Committee

Please see Para 1.9 of Chapter I

CHAPTER V

RECOMMENDATIONS/OBSERVATIONS IN RESPECT OF WHICH FINAL REPLIES OF THE GOVERNMENT HAVE NOT BEEN RECEIVED

-NIL-

● NEW DELHI;
March, 1996

Phalgun, 1917(S)

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

APPENDIX

(Vide Para 4 of the Introduction)

Analysis of the Action taken by the Government on the recommendations contained in the Forty-Ninth Report (Tenth Lok Sabha) of the Committee on the welfare of Scheduled Castes and Scheduled Tribes.

1.	Total number of recommendations	15
2.	Recommendations/Observations which have been accepted by the Government (vide recommendations at Sl. Nos. 1, 2, 3, 4, 6, 9, 10, 11, 12, 13, 14, 15)	12
	Percentage of total	80%
3.	Recommendations Observations which the Committee do not desire to pursue in view of the Govt. replies (vide recommendation at Sl. No. 5)	1
	Percentage of total	6.67%
4.	Recommendations/Observations replies to which have not been accepted by the Committee which need reiteration (vide recommendations at Sl. Nos. 7 and 8)	2
	Percentage of total	13.33%
5.	Recommendations/Observations in respect of which final replies of the Government have not been received (Nil)	Nil
	Percentage of total	Nil