

COMMITTEE ON THE WELFARE OF  
SCHEDULED CASTES AND  
SCHEDULED TRIBES  
(1992-93)

—  
(TENTH LOK SABHA).

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THIRTEENTH REPORT  
ON  
MINISTRY OF PETROLEUM & NATURAL GAS

*S. K. Ghosh*

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 22-12-1992

Laid in Rajya Sabha on 22-12-1992

LOK SABHA SECRETARIAT  
NEW DELHI

December, 1992/Agrahayana, 1914(S).

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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 Thirteenth Report (Tenth Lok Sabha) on the Ministry of Petroleum & Natural Gas - Reservations for and employment of Scheduled Castes and Scheduled Tribes in Gas Authority of India Limited.

2. The Committee took evidence of the representatives of the Ministry of Petroleum & Natural Gas on 23.9.1992.

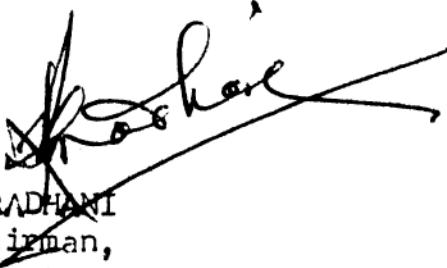
The Committee wish to express their thanks to the officers of the Ministry of Petroleum & Natural Gas for placing before the Committee material and information the Committee wanted in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee on 16.12. 1992.

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

NEW DELHI;

December, 1992  
Agrahayana, 1914(S).

  
K. PRADHANI

Chairman,

Committee on the Welfare of  
Scheduled Castes and  
Scheduled Tribes.

COMMITTEE ON THE WELFARE OF SCHEDULED  
CASTES AND SCHEDULED TRIBES (1992-93)

.....

Shri K. Pradhani - Chairman

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SECRETARIAT

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3. Shri N.M. Jain - Deputy Secretary
4. Shri Babu Ram - Under Secretary

REPRESENTATION IN BOARD OF DIRECTORS

A. Organisation Set-up

1.1 Gas Authority of India Limited was set up in August, 1984. The HRI Gas supply system which traverses through the heart of India covering a stretch of nearly 1800 kms. was the first project undertaken by the Company.

1.2 GAIL is headed by the Chairman and Managing Director who is assisted by Director (Finance), Director (Projects), Director (Planning) and Director (Personnel). Executive Director (Vigilance) supervises the vigilance and security activities of the company. At present the Ministry of Petroleum and Natural Gas is looking after the working of the Gas Authority of India Limited.

B. Board of Directors

1.3 The Board of Directors of GAIL comprises five wholetime Directors which include Director (Finance), Director (Projects), Director (Planning) and Director (Personnel) besides the Chairman and Managing Director who are appointed by the Government through PESB. The Board also includes three Government nominee Directors who are appointed by the Administrative Ministry.

1.4 The Committee were informed that there was no SC/ST member on the Board of Directors of GAIL. When the Committee desired to know the procedure followed for selection and appointment of the Directors on the Board, it was stated during evidence that in respect of full-time Directors recruitment was made by PESB in accordance with the existing instructions. So far as part-time Directors are concerned they are appointed on functional basis. It was also stated that no particular reservation was being made for appointment of these Directors.

1.5 When the Committee desired to know whether any instruction in this regard had been issued by the Government, the representative of the Ministry replied that the Office Memorandum of the Deptt. of Public Enterprises dated 8 August, 1992 instructed that claims of SC/ST candidates who were otherwise competent to be considered for appointment as Director on the Board should be kept in mind.

1.6 It was further elaborated that there was no compulsion that the Director to be appointed should necessarily be from Gas Authority of India Limited. As a matter of fact, anyone from any organisation with good background in finance, industry, technical areas and other likewise fields can be considered to be appointed as Director on the Board of Gas Authority of India Limited.

1.8 The Committee regret to note that there is no representation of either SC or ST on the Board of Directors of Gas Authority of India Limited.

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1.9 As there is no compulsion that a Director should be necessarily appointed from GAIL itself and keeping in view the Deptt. of Public Enterprises instructions dated 8 August, 1992, the Committee feel that much room is still left for SC/ST candidates to be appointed on the Board of Directors of GAIL.

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 GAIL as early as possible.

1.7 It was simultaneously informed to the Committee by the representative of the Ministry that although they were able to appoint a Member belonging to the SC/ST category on the Board of Directors of Oil and Natural Gas Commission, they did not find a suitable SC/ST candidate for appointment in the Board of Gas Authority of India Limited.

## CHAPTER II

### ORGANISATIONAL MATTERS

#### A. Liaison Officer and SC/ST Cell in the Ministry

2.1 The Committee have been informed that the Ministry of Petroleum and Natural Gas has designated a Director in the Ministry to function as the Liaison Officer in order to ensure due compliance with the reservation orders in the Public Undertakings under its administrative control. It has further been stated that physical inspection of rosters maintained by the Public Undertakings are not carried out by the Liaison Officer of the Ministry.

2.2 It was elaborated during evidence that so far as the Ministry and its attached and subordinate offices are concerned instructions regarding appointment and functions of the Liaison Officer were being followed. The representative of the Ministry added, "GAIL is neither an attached office nor a sub-ordinate office." So in respect of Public Sector Undertakings compliance of reservation policy is only reviewed by the Ministry through quarterly reports, annual reports and other meetings at various levels including that of the Minister who had categorically advised that special review meetings of the consultative committee should be convened to consider the problems of SCs and STs only.

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3. LIAISON OFFICER & SC/ST CELL IN GAIL

2.3 The Committee have been informed that Liaison Officers both in Head Office and Regional Offices of GAIL have been appointed to ensure due compliance of reservation orders in favour of Scheduled Castes and Scheduled Tribes. It was further added during evidence that in all other sectors, except in Delhi, the Liaison Officers themselves belonged to SC/ST categories. The Committee have also been informed that an SC/ST Cell comprising one Manager (Pars), one Personnel and Administrative Officer, and one Assistant (Grade I) has been established at the Corporate Office of GAIL to assist the Liaison Officer in discharging his duties effectively.

2.4 However, when the Committee desired to have copies of the records of discussion pertaining to matters of common interest held during the last three years, it was stated that no record note of the meetings had been maintained by Gas Authority of India Limited.

C. COMPLAINTS/GRIEVANCES

2.5 As regards complaints/grievances the Committee

have been informed that the Gas Authority of India Ltd, has a well defined procedure for redressal of grievances which is applicable to all including SCs and STs, for whom special care has been taken for expeditious disposal of their grievances. It was elaborated during evidence, that through this procedure an aggrieved employee can approach a section officer to the C.M.D. of the company through various stages.

2.6 The Committee were informed that 7 complaints were received from the SC/ST employees during the years 1989-90, 1990-91 and 1991-92 all of whom were stated to have been settled expeditiously. It was simultaneously stated that no separate complaint register as such was maintained.

2.7 During evidence when the Committee expressed their surprise as to how the company was expeditiously dealing with the complaints/grievances pertaining to SC/ST employees when no separate complaint register was maintained, the representative of the Ministry submitted that out of the common complaints/grievances received those pertaining to SC/ST employees were taken out and dealt with. He added,:

"Now I have asked them (GAIL) to have a separate register so that the grievances of SC and ST are considered separately."

2.8. The Committee are unhappy to note that the Liaison Officer in the Ministry does not inspect the rosters maintained by Gas Authority of India Ltd. & of any other Public Sector Undertaking under its administrative control. The explanation given by the representative of the Ministry during evidence for not doing so is hardly convincing because, Deptt. of Personnel, G.M. No.8/3/71 clearly states "annual inspection of the rosters maintained in the Ministry/Dept. with a view to ensuring proper implementation of the reservation orders" is one of the main functions of the Liaison Officer in the concerned Ministry.

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 levels. Emphasis should be given for convening meetings of Consultative Committee, as advised by the Minister, to specially consider the problems of SCs and STs.

2.10 The Committee appreciate the efforts ~~made~~ by Gas Authority of India Ltd. to appoint Liaison Officers belonging to SCs/STs communities in its regional offices. They would like to recommend that GAIL, in future, should keep the records of discussion held ~~in~~ <sup>meeting</sup> with the Liaison Officers 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.

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

### CHAPTER - III

#### RESERVATIONS IN SERVICES

##### A. Direct Recruitment

3.1 The percentage of reservation in the services of Gas Authority of India Limited for direct recruitment on All India basis for Group A, and B posts is stated to be 15 for Scheduled Castes and 7½ for Scheduled Tribes whereas for Group C and D posts the percentage of reservation varies from State to State depending upon the population of SCs and STs.

##### B. Promotions

3.2 The Committee have been informed that no percentage of reservation has been fixed for promotional posts as on completion of a prescribed length of service without linking to rejection of unsuitables on well defined criteria, employees in GAIL get automatic promotions in Group D, Group C Group B and to the lowest rung of Group A posts. It is only in the case of Managerial and above posts that promotions are based upon organisational requirements and the suitability of the employees concerned.

##### Staff Strength

3.3 Total staff strength and the number and percentage of SCs and STs amongst them in GAIL as on

December, 1984 and on June, 1991 was stated to be  
as under :-

Year	Category	Total No. of posts	No. of employees	Percentage of SC		Percentage of ST	
				SC	ST	SC	ST
Dec., 1984	A	31	1	0	3.23	0.00	0.00
	B	27	4	2	14.81	7.41	7.41
	C	36	0	0	0.00	0.00	0.00
	D	15	2	1	13.33	6.67	6.67
	D (sweepers)	0	0	0	0.00	0.00	0.00
Grand Total:		109	7	3	6.42	2.75	
June, 1992							
June, 1992	A	587	84	12	14.31	2.04	
	B	263	34	15	12.93	5.70	
	C	420	63	30	15.00	7.14	
	D	165	25	10	15.15	6.06	
	D (sweepers)	4	4	00	100.00	9.00	
Grand Total:		1439	210	67	14.59	4.66	

3.4 From another statement furnished to the Committee regarding reservations made in GAIL during 1989, 1990, and 1991 it has been found that during 1989 out of a total number of 110 vacancies filled 11 belonged to SCs and 24 to STs. Similarly in 1990 out of a total number of 270 vacancies filled 45 belonged to SCs and 16 to STs whereas in 1991 out of the 263 vacancies filled 29 belonged to SCs and 19 to STs in various categories of posts.

3.5 It was further informed to the Committee that as on June, 1992, 5 backlog vacancies for SCs in various categories of posts amounting the percentage of shortfalls to 0.41 and 14 backlog vacancies for STs amounting the percentage of shortfall to 2.35 were existing in GAIL.

3.6 When the Committee desired to know the reasons for shortfall it was stated that GAIL J. was primarily a technology oriented organisation and most of the jobs were in specified/technical areas for which it sometimes became very difficult to get sufficient number of reserved candidates for those posts.

3.7 Regarding special measures undertaken to wipe out the existing shortfalls the Committee were informed that special recruitment drive had been undertaken a number of times to ensure recruitment of SC/ST candidates.

Besides vigorous attempts were stated to have been made to maximise recruitment in the locations where STs were predominantly concentrated.

3.8 During evidence it was elaborated that the first special recruitment drive was advertised in April, 1990 and the second one was done in June, 1991. During evidence when the Committee desired to know the number of vacancies advertised and the number of SC/ST candidates joined the services of the company as a result of these two special recruitment drives it was submitted that the detailed information would be furnished later on. In a post evidence information the Committee were informed that the number of vacancies was not mentioned in these special recruitment drives as the company wanted to select as many suitable SC/ST candidates as possible to meet their

requirements for the new projects and expanding activities.

3.9 It was elaborated that the special recruitment drive in 1990 was meant only for Group A posts where 10 offers of appointment were issued to SC/ST candidates out of whom 6 SCs and 2 STs joined the services of the company. When the Committee desired to know the reasons for which not a single SC/ST candidate was selected for the post of Finance and Accounts Officer although 24 such candidates applied for the post during the 1990 special recruitment drive, it was replied that out of the 24 SC/ST applicants only 5 SC candidates met the job specialisations as advertised and were called for interview. Out of these 5 SC candidates only two appeared for the interview and none of them was found suitable. During evidence it was stated that the view of the SC Member associated with the Interview Board was also taken into account.

3.10 The Special Recruitment Drive of 1991 was advertised for both Group A and B posts when 34 offers of appointment were issued to SC/ST candidates out of which 17 SCs and 1 ST joined the services of GAIL. The offers in respect of the remaining 16 candidates were stated to be still open. When the Committee desired to know the reasons for which SC/ST candidates did not join the service of the company even after issuance of appointment letters it was replied that GAIL had not

conducted any systematic study to find out the reasons of unwillingness on the part of SC/ST candidates to join the company.

3.11 To a specific question as to whether all backlog vacancies were cleared by the special recruitment drives and if not how did GAIL propose to clear the remaining backlog vacancies it was replied that all the backlog vacancies were not cleared even after launching the special recruitment drives for which the company was launching further such drives giving wide publicity through newspapers and AIR/Doordarshan.

#### Promotions

3.12 As regards total number of persons promoted and the number and percentage of SCs and STs amongst them during the years 1989, 1990 and 1991 the following information was furnished to the Committee :

Year	Group	Total persons promoted	SC/ST promoted		%age promoted	
			SCs	STs	SCs	STs
1989	A	50	40	1	8%	2%
	B	50	3	3	7.5%	7.5%
	C	20	2	-	10%	-
	D	-	-	-	-	-
1990	A	27	3	-	11.11%	-
	B	13	4	1	30.77%	7.77%
	C	7	1	-	14.28%	-
	D	32	10	1	31.25%	3.12%
1991	A	57	17	-	29.82%	-
	B	27	5	1	18.52%	3.70%
	C	26	6	-	23.07%	-
	D	?	-	-	-	-

3.13 During evidence, when the Committee desired to know the causes of shortfalls in promotion for STs in various categories of posts during these three years, the representative of GAIL submitted that in most of the cases the ST promotion-aspirants had not fulfilled the minimum eligibility period of 4/5 years of service to get promotions.

3.14 The Committee note that the percentage of shortfalls in direct recruitment for SCs and STs in GAIL at present stands at 0.41 and 2.85 respectively. In promotion, they also note with dismay that the percentage of STs is quite negligible although the corresponding percentage for SCs is much above the prescribed quota. The Committee are not convinced with the plea that non-availability of technically qualified SC/ST candidates for direct recruitment and non-completion of the minimum years of service on the part of the ST candidates to be considered for promotion accounts for accumulation of shortfalls in direct recruitment and in promotion.

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.

3.16 The Committee would like to recommend that in order to wipe out the existing backlog in Direct Recruitment, GAIL 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 services of the Company. Attempts should again be made to appoint the remaining <sup>16</sup> SC/ST candidates to whom offers of appointment were issued as a result of the Special Recruitment Drive of 1991.

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.

#### CHAPTER-IV

##### A. Recruitment Procedure

4.1 The Committee have been informed that for recruitment of staff in posts falling under the purview of Employment Exchange (Compulsory Notification of Vacancies) Act i.e. Group C and D posts are notified to the local Employment Exchange for sponsoring the names of candidates. Posts outside the purview of this Act i.e. Group A and B are advertised on All-India basis so as to ensure wide coverage. Besides, recruitment of Graduate Engineers/ Management Trainees in different disciplines is made through campus interviews conducted at the Technical/Professional Institutes like IITs etc.

4.2 Regarding concessions/relaxations given to SCs and STs at the time of Recruitment the Committee have been informed that relaxation in upper age limit by 5 years, exemption from payment of application fee, non-enhancement in the criteria of percentage of marks unlike in the case of general candidates and to and fro journey fare are being given to SC/ST candidates.

4.3 During evidence when the Committee specifically desired to know as to what concessions were given to SC/ST candidates at the company level in addition to the concessions/relaxations prescribed by the Govt. of India, it was replied that for general stenographers and typists the speed requirement was 100 w.p.m. and 40 w.p.m. respectively whereas for SCs and STs it was 80 w.p.m. for stenographers and 40 w.p.m. for typists. It was added by the representative of GAIL that for applying to the posts of Executives, Engineers, MAs, Superintendents, Accountants and Junior Engineers no percentage of mark had been fixed for SC/ST candidates.

4.4 The Committee have been informed that vacancies reserved for SCs/STs are not being announced over All India Radio/Doordarshan. It was simultaneously stated that when the activities of the Company would be expanded they would consider announcing the vacancies over AIR/Doordarshan.

## B. PROMOTION PROCEDURE

4.5 As regards promotion procedure followed in GAIL the Committee have been informed that for Executives, the criteria is based on qualification, experience, ACRs for proceeding 3 years and performance in the interview whereas in respect of non-executives the criteria is based on seniority/experience in the grade, ACRs in proceeding 3 years, qualifications and performance in the interview. It has simultaneously been stated that promotion in non-executive cadres and upto the post of Sri. Dy. Manager is not restricted by the availability of vacancies whereas promotion to the post of Manager and above is regulated on the basis of organisational requirements.

4.6 During the course of evidence when the Committee desired to know as to what sort of concessions/ relaxations were given to SC/ST candidates while effecting their promotion the representative of GAIL replied that 5 per cent mark was added to their overall performance. When the Committee specifically insisted that five per cent additional mark was too negligible to effect the promotion of any SC or ST candidate, the representative of the Company replied that "I remember one or two cases where this five marks did make a difference."

4.7 Being not satisfied with the reply when the Committee suggested that instead of giving five per cent additional marks if the Company would give a certain

relaxation in the years of service rendered by SCs and STs to be eligible to get promotion as had been practised by many other Public Sector Undertakings they might get more such candidates, the representative of GAIL replied that they could consider it provided the Presidential Directives were there on the issue.

4.8 But the representative of the Ministry countered that this could be done at the discretion of the appointing authority and no Presidential Directive was needed to which the representative of GAIL replied that they would consider and follow the same.

4.9 When the Committee asked about the reasons of a dismal percentage of ST employees promoted during the last few years, the representative of GAIL replied that it was due to the non-fulfilment of the minimum period of service required for promotion. The Committee suggested that that is why relaxation in years of service was needed.

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 GAIL is hardly convincing. They, therefore, would like to stress that henceforth vacancies should be announced over AIR/Doordarshan with immediate effect.

4.11 The Committee feel that speed 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. Engineers in favour of the SC/ST candidates is a step in right direction and they would like GAIL to continue its efforts in future appointments and extend similar concessions to other posts as far as practicable.

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

CHAPTER-V

MEASURES TO IMPROVE RESERVATION

A. Pre-Recruitment Training

5.1 The Committee have been informed that at present GAIL has no scheme for imparting pre-recruitment training <sup>to</sup> / Scheduled Caste and Scheduled Tribe candidates.

B. Training Abroad

5.2 As regards training abroad the Committee have been informed that out of a total number of 167 employees sent for training abroad during the last three years by GAIL 29 belonged to SC/ST communities

C. Deputationists to GAIL

5.3 Regarding deputationists to GAIL the Committee have been informed that 35 posts in GAIL are filled during short-tenures by persons taken on deputation for security, intelligence and R.O.U. functions from CISF, CBI, IB and State Govts but none of these posts is held by persons belonging to either SC or ST communities.

D. False Caste Certificate

5.4 When the Committee desired to know whether there were instances where persons had obtained employment in GAIL on the basis of false caste certificates, and if so, how many such cases had been detected and what action was taken in each case, it was stated that two such cases had been detected and in one case the services of the employee was terminated while the other was referred to the District Administration to verify the authenticity of the caste certificate.

5.5 During evidence the representative of GAIL re-confirmed that two cases of false caste certificates had come to the notice of the Company. In one case the employee was dismissed and enquiry was going on against the second one.

5.6 The Committee regret to note that at present there is no scheme in GAIL for imparting pre-recruitment training to SC and ST candidates in violation of Govt. instructions in this regard. They, therefore, urge upon the management of GAIL 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.

5.7 The Committee appreciate the efforts on the part of GAIL 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.

5.8 The Committee are unhappy to note that although there are 35 deputationists at present in GAIL, 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.

5.9 The Committee also recommend that cases of false caste certificates should be investigated expeditiously and culprits punished severely so that genuine SCs and STs are not deprived of their constitutional rights.

SOCIO-ECONOMIC DEVELOPMENT

6.1 As regards special schemes undertaken by GAIL for the socio-economic development of SCs and STs the Committee have been informed that a number of programmes have been initiated and taken up over the last three years for the socio-economic upliftment of the local population, SCs/STs being the major beneficiaries, in and around the GAIL work centres. Details of the main programmes undertaken during the last three years are stated to be as follows :-

Year	Programmes	Funds allocated/ spent
1989-90	(i) Adoption of a tribal village Gehlar Kalan in Jhabua (MP) and providing it with basic infrastructural facilities.	2,00,000
1990-91	(ii) Free family Planning Camp at village Bhartana, Distt. Etawah.	30,000
1991-92	(i) Free Eye Camp at Jhabua (MP)	50,000
	(2) Free Family Planning and Eye Camp at Auraiya.	80,000
	(3) Construction of water stands at Village Halpativas in Surat Distt.	25,000
	(4) Construction of approach road in a village of Distt. Etawah (MP).	2,50,000
	(5) Adoption of village Bhumeri Kheda (MP) & provision of water facilities.	50,000
	(6) Provision of water facilities in Bhatpore village, Distt. Surat.	25,000
	(7) Construction of cart tracks in a Distt. Hazira.	1,20,000
	(8) Family Planning Camp at Village Raghogarh (MP).	30,000
		<u>8,60,000</u>

6.2 During evidence the Committee desired to know whether GAIL was making any performance evaluation of these programmes or they were just spending the money and forgetting it, it was replied that performance evaluation was being done and the detailed information would be furnished later on.

6.3 In a post evidence information the detailed performance evaluation of each major programme undertaken was furnished to the Committee. In this information it was submitted that the performance evaluation programme was being done at two levels. At the first level, it was stated, GAIL officials visited villages periodically to see to it that the villages were actually deriving benefits from the activities undertaken and defects, if any, were brought to the notice of the district officials and rectified accordingly. At the second stage psychological reaction of the villagers is assessed and their opinion sought and the valuable feedback thus obtained is evaluated by GAIL officials at each work centres.

6.4 It was simultaneously stated that while these programmes could not be planned exclusively for SCs and STs GAIL chose areas where these people formed the dominant population.

6.5 The Committee appreciate the efforts taken by 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 downtroddens and also suggest that scholarships should be given to the deserving wards of SC/ST employees of GAIL including those who have retired or expired.

NEW DELHI,

December, 1992

Agrahayana, 1914(S).

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Chairman,

Committee on the Welfare of  
Scheduled Castes and  
Scheduled Tribes.

COMMITTEE ON THE WELFARE OF  
SCHEDULED CASTES AND  
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(1992-93)

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THIRTEENTH REPORT

( TENTH LOK SABHA )

MINISTRY OF PETROLEUM AND NATURAL GAS

RESERVATIONS FOR AND EMPLOYMENT OF SCHEDULED  
CASTES AND SCHEDULED TRIBES IN GAS AUTHORITY  
OF INDIA LIMITED.

PART II

MINUTES OF THE Sittings OF THE COMMITTEE  
HELD ON 23.9.1992, 11.12.1992 AND 16.12.1992.

Presented to Lok Sabha on 22-12-1992

Laid in Rajya Sabha on 22-12-1992

LOK SABHA SECRETARIAT  
NEW DELHI

December, 1992/T-usa, 1914(Saka)

COMMITTEE ON THE WELFARE OF  
SCHEDULED CASTES AND  
SCHEDULED TRIBES  
(1992-93)

( TENTH LOK SABHA )

FIFTEENTH SITTING  
23.09.1992

The Committee sat from 11.00 hrs to 13.30 hrs.

PRESENT

Shri K. Pradhani - Chairman

MEMBERS  
LOK SABHA

2. Shri Mahendra Baitha
3. Shri Birbal
4. Shri Ram Prakash Chaudhary
5. Shri Anadi Charan Das
6. Shri Kalka Das
7. Dr. Ravi Mallu
8. Shri Kariya Munda
9. Shri Mangal Ram Premi
10. Shri Ram Singh
11. Shri K.D. Sultanpuri

RAJYA SABHA

12. Dr. Faguni Ray
13. Shri Radhakishan Malaviya
14. Shri Subramanian Swamy

SECRETARIAT

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

REPRESENTATIVES OF THE MINISTRY OF PETROLEUM  
AND NATURAL GAS

1. Shri T.N.R. Rao - Secretary
2. Shri S.R. Shah - Joint Secretary

REPRESENTATIVES OF GAS AUTHORITY OF INDIA LTD.

1. Shri K.K. Kapur - Chairman & Managing Director
2. Shri S.G. Vaidyanathan - Director (Personnel)
3. Shri A.K. Guha - General Manager (P&A)
4. Shri S.L. Raina - Chief Liaison Officer (SC/ST)
5. Shri T.K. Goon - Deputy General Manager (P&A)

P.T.O.

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AND NATURAL G.S.

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5. Shri T.K. Goon - Deputy General Manager (P&A)

P.T.O.

The Committee took evidence of the representatives of the Ministry of Petroleum and Natural Gas and Gas Authority of India Limited on 23.9.1992 regarding 'Reservations for and employment of Scheduled Castes and Scheduled Tribes in Gas Authority of India Limited.'

After introduction the Committee were informed that there was no SC/ST member on the Board of Directors of GAIL. When the Committee desired to know the procedure followed for selection and appointment of the Directors on the Board it was stated

that in respect of full-time Directors recruitment was made by PESB in accordance with the existing instructions. So far as part-time Directors are concerned they are appointed on functional basis. It was also stated that no particular reservation was being made for appointment of these Directors.

When the Committee desired to know whether any instruction in this regard had been issued by the Government, the representative of the Ministry replied that the Office Memorandum of the Department of Public Enterprises dated 8 August, 1992 instructed that claims of SC/ST candidates who were otherwise competent to be considered for appointment as Director on the Board should be kept in mind.

It was further elaborated that there was no compulsion that the Director to be appointed should necessarily be from Gas Authority of India Ltd. As a matter of fact, anyone from any organisation with good background in Finance, industry, technical areas and other likewise fields can be considered to be appointed as Director on the Board of Gas Authority of India Limited.

It was simultaneously informed to the Committee by the representative of the Ministry that although they were able to appoint a Member belonging to the SC/ST category on the Board of Directors of Oil and Natural Gas Commission, they did not find a suitable SC/ST candidates for appointment in the Board of Gas Authority of India Limited.

The Committee have been informed that the Ministry of Petroleum & Natural Gas has designated a Director in the Ministry to function as the Liaison Officer in order to ensure due compliance with the reservation orders in the Public Undertakings under its administrative control. It has further been stated that physical inspection of rosters maintained by the Public Undertakings are not carried out by the Liaison Officer of the Ministry.

It was elaborated that so far as the Ministry and its attached and subordinate offices were concerned instructions regarding appointment and functions of the Liaison Officer were being followed.

The representative of the Ministry added, "GAIL is neither an attached office nor a sub-ordinate office." So in respect of Public Sector Undertakings compliance of reservation policy is only reviewed by the Ministry through quarterly reports, annual reports and other meetings at various levels including that of the Minister who had categorically advised that special review meetings of the consultative Committee should be convened to consider the problems of SC and ST only.

The Committee were informed that GAIL had a well defined procedure for redressal of grievances which is applicable to all including SCs and STs for whom special care had been taken for expeditious disposal of their grievances. It was elaborated that through this procedure an aggrieved employee can approach a section officer to the C.M.D. of the company through various stages.

The Committee were informed that 7 complaints were received from the SC/ST employees during the years 1989-90, 1990-91 and 1991-92 all of whom were stated to have been settled expeditiously. It was simultaneously stated that no separate complaint register as such was maintained.

During evidence when the Committee expressed their surprise as to how the company was expeditiously dealing with the complaints/grievances pertaining to SC/ST employees when no separate complaint register

was maintained, the representative of the Ministry submitted that out of the common complaints/grievances received those pertaining to SC/ST employees were taken out and dealt with. He added : "Now I have asked them (GAIL) to have a separate register so that the grievances of SC & ST are considered separately."

SHORTFALLS  
& SPECIAL  
RECRUITMENT  
DRIVES

When the Committee desired to know the reasons of shortfall it was stated that GAIL was primarily a technology oriented organisation and most of the jobs were in specified/technical areas for which it sometimes became very difficult to get sufficient number of reserved candidates for those posts.

Regarding special measures undertaken to wipe out the existing shortfalls the Committee were informed that special recruitment drive had been undertaken a number of times to ensure recruitment of SC/ST candidates. Besides vigorous attempts were stated to have been made to maximise recruitment in the locations where STs were predominantly concentrated.

It was elaborated that the first special recruitment drive was advertised in April, 1990 and the second one was done in June, 1991. When the Committee desired to know the number of vacancies advertised and the number of SC/ST candidates joined the services of the company as a result of these two special recruitment drives it was informed that the number of vacancies was not mentioned in these special recruitment drives as the company wanted to

to select as many suitable SC/ST candidates as possible to meet their requirements for the new projects and expanding activities.

It was elaborated that the special recruitment drive in 1990 was meant only for Group A posts where 10 offers of appointment were issued to SC/ST candidates out of whom 6 SCs and 2 STs joined the services of the company. When the Committee desired to know the reasons for which not a single SC/ST candidate was selected for the post of Finance and Accounts Officers although 24 such candidates applied for the post during the 1990 special recruitment drive, it was replied that out of the 24 SC/ST applicants only 5 SC candidates met the job specialisations as advertised and were called for interview. Out of these 5 SC candidates only two appeared for the interview and none of them was found suitable. It was stated that the view of the SC Member associated with the Interview Board was also taken into account.

The Special Recruitment Drive of 1991 advertised for both Group A and B posts when 34 offers of appointment were issued to SC/ST candidates out of which 17SCs and 1 ST joined the services of GAIL. The offers in respect of the remaining 16 candidates were stated to be still open. When the Committee desired to know the reasons for which SC/ST candidates did not join the service of the company even after issuance of appointment letters it was replied that GAIL had not conducted any

systematic study to find out the reasons of unwillingness on the part of SC/ST candidates to join the company.

To a specific question as to whether all backlog vacancies were cleared by the special recruitment drives and if not, how did GAIL propose to clear the remaining backlog vacancies it was replied that all the backlog vacancies were not cleared even after launching the special recruitment drives for which the company was launching further such drives giving wide publicity through newspapers and AIR/Doordarshan.

SHORTFALLS  
IN  
PROMOTIONS

When the Committee desired to know the causes of shortfalls in promotion for STs in various categories of posts during these three years, the representative of GAIL submitted that in most of the cases the ST promotion-aspirants had not fulfilled the minimum eligibility period of 4/5 years of service to get promotions.

RECRUITMENT  
PROCEDURE

Regarding Concessions/relaxations given to SCs & STs at the time of Recruitment when the Committee specifically desired to know as to what concessions were given to SC/ST candidates at the company level in addition to the concessions/relaxations prescribed by the Government of India, it was replied that for general stenographers and typists the speed requirement was 100 w.p.m. and 40 w.p.m. respectively whereas for SCs & STs it was 80 w.p.m. for stenographers and 40 w.p.m.

for typists. It was added by the representative of GAIL that for applying to the posts of Executives, Engineers, MDAs, Superintendents, Accountants and Junior Engineers no percentage of mark had been fixed for SC/ST candidates.

PROMOTION  
PROCEDURE

When the Committee desired to know as to what sort of concessions/relaxations were given to SC/ST candidates while effecting their promotion the representative of GAIL replied that 5 percent mark was added to their overall performance. When the Committee specifically insisted that five percent additional mark was too negligible to effect the promotion of any SC or ST candidate, the representative of the Company replied that "I remember one or two cases where this five marks did make a difference."

Being not satisfied with the reply when the Committee suggested that instead of giving five percent additional marks if the Company would give a certain relaxation in the year of service rendered by SCs and STs to be eligible to get promotion as had been practised by many other Public Sector Undertakings they might get more such candidates, the representative of GAIL replied that they could consider it provided the Presidential Directives were there on the issue.

But the representative of the Ministry countered that this could be done at the discretion of the appointing authority and no Presidential Directive was needed to which the representative of GAIL replied that they would consider and follow the same.

When the Committee asked about the reasons of a dismal percentage of ST employees promoted during the last few years, the representative of GAIL replied that it was due to the non-fulfilment of the minimum period of service required for promotion. The Committee suggested that is why relaxation in years of service was needed.

SOCIO-ECONOMIC DEVELOPMENT

When the Committee desired to know whether GAIL was making any performance evaluation of the socio-economic programmes undertaken by them or they were just spending the money and forgetting it, it was replied that the performance evaluation programme was being done at two levels. At the first level, it was stated, GAIL officials visited villages periodically to see to it that the villages were actually deriving benefits from the activities undertaken and defects, if any, were brought to the notice of the district officials and rectified accordingly. At the second stage psychological reaction of the villagers is assessed and their opinion sought and the valuable feedback thus obtained is evaluated by GAIL officials at each work centres.

It was simultaneously stated that while these programmes could not be planned exclusively for SCs and STs, GUL chose areas where these people formed the dominant population.

The witnesses then withdrew.

The Committee then adjourned.