

F.No. Monitoring/Service/Petroleum (IOCL)/2009/RU-II  
**Proceedings of Meeting by Shri Maurice Kujur, Hon'ble Vice  
Chairperson to Review IOCL on 19.02.2010**

A List of Officers present in the Meeting is at Annexure.

## **ISSUE**

Review of implementation of service safeguards and development pogrammes / schemes for Scheduled Tribes in the Indian Oil Corporation Limited.

## **BACKGROUND**

National Commission for Scheduled Tribes is a body constituted in 2004 under Article 338A of the Constitution to monitor and safeguard the socio – economic development and interests of the Scheduled Tribes in India.

To discharge its function, the Commission suo-moto reviews the implementation of service safeguards and development pogrammes / schemes for Scheduled Tribes in randomly selected some Ministries, State Governments and PSUs. It is the duty of the Commission to present to the President of India, its noticeable findings and observations concerning the Scheduled Tribes, in the form of an Annual Report.

The Commission had sent a questionnaire to few PSUs including Indian Oil Corporation Ltd. in September, 2009 for the purpose of collection of relevant information about the Scheduled Tribes for conducting review during 2009-10.

Shri Maurice Kujur, Hon'ble Vice Chairperson decided to hold the review meeting with IOCL management on 19.02.2010 in the Commission.

## **DISCUSSION**

### **[A] Meeting with the N.R. SC & ST Employees Welfare Association, Indian Oil Corporation Ltd (Mktg)**

Out of 12 issues, listed by the Association, 10 issues were settled or were under favourable consideration of the Management. The other two issues pertaining to the provision of office accommodation for the Association and deduction of membership subscription of its members through salary were pending for consideration of the Management. The Commission desired that these issues should be settled favourably to the extent possible within the existing rules.

The Association expressed their satisfaction in dealing with the IOCL Management. They further elaborated that their relationship with the Management was very cordial and their problems/grievances were being addressed sympathetically by the Management.

The Commission desired that the representation of STs among the office bearers of the SCs and STs Association should be reflective of their strength in the organisation. Therefore, the Association should ensure a proper representation of the Scheduled Tribes among their office bearers. The Association should also provide a platform to STs to express their problems and take up their issues with the concerned authorities promptly. The Association should also generate innovative ideas/suggestions concerning overall improvement of welfare of ST employees, including their skill up-gradation commensurate with the emerging requirements, community development and possible avenues for engagement of ST persons in the new and expanding business of the IOCL.

### **[B] Meeting with the IOCL Management**

The officials of the IOCL made a brief audio-visual presentation on their corporate plan, functioning, network, status of representation of STs and various development schemes, being implemented for them.

The Commission noted that, while overall representation of the Scheduled Tribes in the organisation is 7.51 %, in Group 'A' category, the representation is slightly less than the stipulated percentage i.e. 6.75%. Further, the representation of STs in Group 'A' officers recruited at a level other than lowest rung is nil.

IOCL explained that the representation of STs in Group 'A' is marginally less on account of the non-availability of qualified and experienced ST candidates against some highly technical and specialized posts. The Commission desired that the requirement of such posts should be widely advertised. The Commission also desired that the perspective requirement of such posts should be shared with the ST employees and an appropriate HRD plan and other supporting schemes should be implemented with a view to equipping Scheduled Tribes to meet the requirement of such posts in future.

IOCL explained that various guidelines/ instructions issued by the Govt. with regard to safeguarding of interest of the ST employees were being implemented. It was indicated that the relaxations/support to the ST employees with regard to direct recruitment as per the stipulated norms in respect of age, application fees, standard of suitability, experience, qualifying marks, TA, and service bond etc were being

provided. The concession available to SC/ST officers within Gp. 'A', who are senior enough in the zone of consideration for promotion so as to be within the number of vacancies for which select list has to be drawn, is also being ensured by including them in the select list, provided they are not considered unfit for promotion. IOCL has computerized the reservation rosters in addition to manual maintenance of the same. A computerized grievance management system, called 'E- Samadhan', has also been introduced in the Pipeline Division and its extension to other Divisions, subject to its feasibility, is also being considered. IOCL mentioned that eligible reserved candidate is promoted against an reserved vacancy irrespective of his position in the seniority (even out of the extended zone of consideration). The de-reservation of a post is only resorted to in the event of non-availability of eligible candidate in the feeder grade. Pre-promotion training is given to the employees of the Marketing Division of the reserved category and this practice is being extended to the other Divisions also.

The Commission suggested that IOCL should incorporate suitable clauses in their contract while allocating Retail Outlet or LPG Distributorship specially in scheduled districts so that STs should be given preferential treatment in such jobs. Commission further suggested that as a Corporate Social Responsibility (CSR), IOCL should contribute for the welfare of STs in the Scheduled areas. The Management assured to intensify their activities in such areas under CSR.

## **RECOMMENDATIONS**

In view of the discussion, the Commission recommended that:

- i) Reservation policy for recruitment and promotion of ST employees should be followed strictly.
- ii) HRD policy should be drawn up for the development of ST employees. The Plan should also include foreign training.
- iii) A suitable clause/provision with regard to employment of Scheduled Tribes, especially in the scheduled districts/areas, should be kept in the contract for award of Retail Outlet and LPG Distributorship.
- iv) IOCL may help the institutions being run in the Scheduled Areas for welfare of the STs under their Corporate Social Responsibility.
- v) The programmes/schemes being implemented by the IOCL for the welfare of Scheduled Tribes should be highlighted and reflected in the IOCL Annual Report.

The meeting ended with a vote of thanks to the Chair.

## ANNEXURE

The following were present in the meeting on 19.02.2010 with Indian Oil Employees SC/ST Welfare Association (NR), New Delhi :

### **NCST**

1. Shri Maurice Kujur, Hon'ble Vice Chairperson.....In Chair
2. Shri Aditya Mishra, Jt. Secretary
3. Shri Vinod Aggarwal, Director
4. Shri R. C. Durga, Director
5. Smt. K. D. Bhansor, Dy. Director
6. Shri K. C. Behera, PS to VC

### **Indian Oil Corporation Ltd.**

1. Shri J. S. Kaushal, DGM(HR)
2. Shri Kanwar Sain, General Secretary
3. Shri Radhey Shyam, President
4. Shri Suresh Kumar, Treasurar
5. Shri Rajesh Kumar, Joint Secretary

The following were present in the meeting on 19.02.2010 with Director (HR), Indian Oil Corporation Limited, New Delhi :

### **NCST**

1. Shri Maurice Kujur, Hon'ble Vice Chairperson.....In Chair
2. Shri Aditya Mishra, Jt. Secretary
3. Shri Vinod Aggarwal, Director
4. Shri R. C. Durga, Director
5. Smt. K. D. Bhansor, Dy. Director
6. Shri K. C. Behera, PS to VC

### **Indian Oil Corporation Ltd.**

1. Shri V. C. Agrawal, Director (HR)
2. Shri Satish Kumar, Exec. Dir (HR)
3. Shri J. S. Kaushal, DGM(HR)
4. Shri K. J. Kumar, DGM(HR)
5. Shri Pramod Mandal, Manager (HR)
6. Shri P.T. Solanki, Chief Manager (HRD)
7. Shri B. Banpiyani, GM(CP&ES)