



Government of India
National Commission for Scheduled Tribes

6th floor, 'B' Wing, Loknayak Bhawan
Khan market, New Delhi-110 003.

No. Review/Service/PSUS(ONCG)/2014/RU-II

Dated: 27/06/2016

To

The Chairman
Oil and Natural Gas Corporation Ltd.,
Green Hills,
A-Wing, Ground Floor,
Tel Bhavan, Dehradun-248003
Uttarakhand

Sub: Review and Monitoring of implementation of Reservation Policy/Development Schemes/Programme being run for Scheduled Tribes in the Oil and Natural Gas Corporation Ltd. and various programmes for welfare of Scheduled Tribes under Corporate Social Responsibility.

Sir,

I am directed to enclose a copy of the minutes of the Sitting held in the NCST on 23/05/2016 on the above mentioned subject for information and further necessary action. Action Taken Report may be submitted to the Commission as soon as possible.

Yours faithfully,

(Pramod Chand)
Deputy Secretary.

Copy to:-

1. PS to Chairperson/PS to Vice Chairperson
2. Senior PPS to Secretary
3. Office of the Joint Secretary
4. Dir (Admn., RU-III & IV)
5. AD (Coord.)
6. SSA NIC
7. All In-charge of Regional Office, NCST, Bhopal/Bhubaneshwar/Jaipur/Raipur/Ranchi /Shillong.

Minutes of the Review Meeting of ONGC by National Commission for Scheduled Tribes at NCST Headquarter, Lok Nayak Bhawan, Khan Market, New Delhi on 23rd May, 2016 at 15.30 hours.

The National Commission for Scheduled Tribes under the Chairmanship of Dr. Rameshwar Oraon, Hon'ble Chairperson reviewed Programme for the welfare of Scheduled Tribes (STs) under CSR and Implementation of Reservation Policy (Service Safeguards) for STs in ONGC at NCST Headquarters in Lok Nayak Bhawan, New Delhi on 23rd May, 2016. Shri Santosh Kumar, Joint Secretary, Smt. K.D. Bhansor, Director and Shri Promod Chand, Dy. Secretary were also present in the review meeting.

The list of participants is annexed.

At the outset, Dr. Rameshwar Oraon, Hon'ble Chairperson welcomed the team of ONGC Officers headed by Shri D.D. Misra, Director (Human Resource).

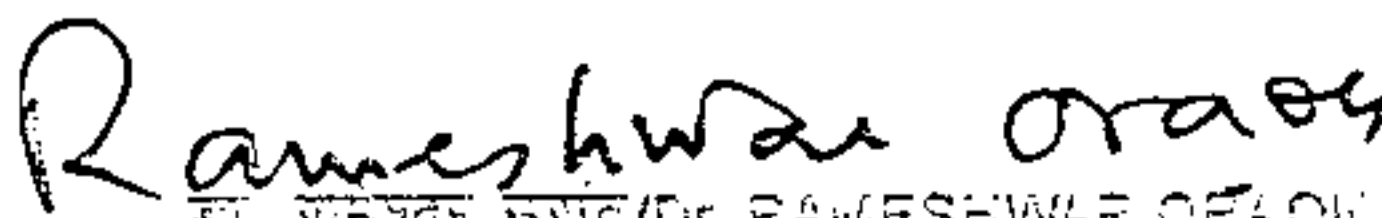
Initiating the discussion, Shri D.D. Misra, Director (HR) expressed thanks to the Hon'ble Chairperson, National Commission for Scheduled Tribes for choosing ONGC for the above mentioned Review. He introduced ONGC officials participating in the review meeting and felicitated Hon'ble Chairperson and other NCST officials.

A short Film on ONGC was shown followed by a power point Presentation depicting ONGC's Group of Companies, Evolution, E&P Activities, 60 Years Journey of Value Creation, Domestic Production and Global Footprint. Hon'ble Chairperson appreciated ONGC contribution to the national economy.

A power point presentation on the status of Human Resources in ONGC, Implementation of Reservation Policy and Schemes for Socio Economic Development of Scheduled Tribes covering the following, was made: -

- a. Organizational Set-up;
- b. Recruitment & Promotion Policy;
- c. Training in India & Abroad;
- d. Maintenance of Rosters;
- e. Relaxations & Concessions available to STs in Direct Recruitment & Promotions;
- f. Monitoring System for implementation of reservation policy;
- g. Redressal of grievances; and
- h. Socio-economic development

The various kinds of relaxations & concessions given to the ST candidates in the direct recruitment were explained. Joint Secretary raised the issue of reservation in promotions. Shri Alok Misra ED-Chief, HRD explained that in ONGC promotions are akin to


डॉ. रामेश्वर जनाव/Dr. RAMESHWAR ORAON
अध्यक्ष/Chairperson
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
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नई दिल्ली/New Delhi

time bound promotions wherein all eligible employees are considered for promotion to the next higher grade after completion of specified years of service. The employees of Group D,C,B and lowest rung of Group-A meeting the minimum prescribed criteria, are promoted irrespective of the number of vacancies. The employees of Group-A (E-1 to E-4 level) are promoted under the Quantification Scheme based on qualification, experience and assessment reflected in their Performance Appraisal Report (PAR). The corporate level promotions i.e. E-5 level & above, are decided on the basis of relative merit based on the service record, PAR & potential.

Director (HR)-ONGC informed that all post based recruitment rosters up to 31st December, 2014 have been inspected by the Ministry of Petroleum and Natural Gas. They have given excellent remarks on the rosters being maintained for SC/ST employees.

Hon'ble Chairperson took a note of the facts & figures and expressed satisfaction over the compliance of Govt. directives for concessions/ relaxation for STs in direct recruitment and maintenance of rosters. He however, desired further details on the following:-

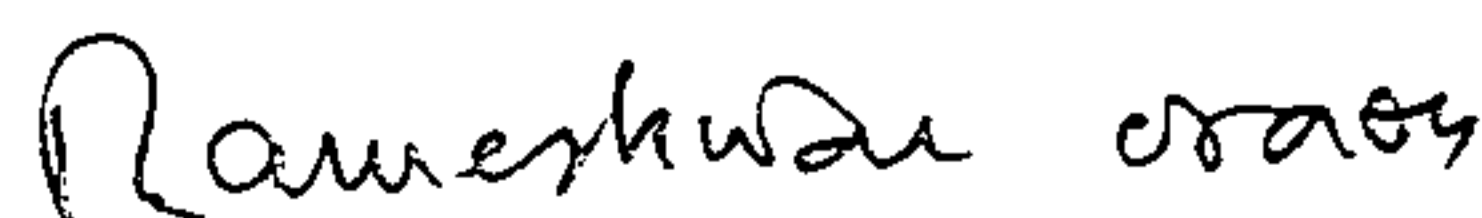
- a. ONGC Corporate Social Responsibility Initiatives
- b. Fund allocation for the welfare of Tribals under Annual Component Plan
- c. The percentage of total fund of Annual Component Plan allocated for Tribals welfare
- d. Eligibility criteria for merit scholarship and zone wise details of merit scholarship being granted to ST students.
- e. Details of advertisement published in newspapers inviting applications for merit scholarship

Director (HR) assured that all the required details/ information would be submitted to the Commission at the earliest.

Dy. Secretary-NCST desired to know the current status of the grievances/ complaints received from ST employees. ED-Chief, ER explained that presently only one complaint is with them pertaining to transfer which is being examined.

Shri S.S.C. Parthiban, GGM-Chief, CSR made a power point presentation on ONGC Corporate Social Responsibility covering the following:-

- a. ONGC CSR & Social Development Policy;
- b. CSR Priority Areas;
- c. Process Flow;
- d. Financial Performances including CSR Expenditure; and



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e. Major CSR Initiatives

It was apprised that ONGC Annual CSR budget is 2% of average net profit of the last three years and is spent equally in the following five thrust areas-

- a. Promoting health care;
- b. Ensuring environmental sustainability,
- c. Promoting education;
- d. Rural development projects; and
- e. Protection of heritage monuments, setting up homes for women & orphans and promoting sports in rural areas.

The total budget of Rs.593.70 Crores was allocated for CSR during the financial year 2015-16 and total expenditure/utilization was Rs.534.89 Crores. The unutilized CSR funds of a year is carried forward to the following year. The unspent budget as on 31.03.2016 is Rs.788.13 crores against which a sum of Rs.570.45 crores has been committed for approved projects. The balance funds available for future projects is Rs.217.68 crores. This is in addition to the approved budget for 2016-17. GGM-Chief, CSR described CSR flagship project "Swachh Vidhyalaya Abhiyan" where Rs.125.7 crores has been spent on construction of toilets in ten states, out of which Rs.22.56 crores has been spent for welfare of STs.

The Chairperson while appreciating the CSR initiatives of ONGC, pointed out that the benefits of CSR activities are not reaching to the backward tribal population living in interior parts of some States. He emphasized the need for taking special CSR initiatives in such areas. He also desired that more and more development activities under CSR should be planned for the welfare of ST population in general and in the tribal dominated areas in particular. He also suggested that a portion of CSR fund should be spent on sports promotion in Tribal Areas.

The meeting ended with vote of thanks to the Chair.



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LIST OF PARTICIPANTS

National Commission for Scheduled Tribes

1. Dr. Rameshwar Oran, Chairperson
2. Shri Santosh Kumar, Joint Secretary
3. Ms. K.D. Bhansor, Director
4. Shri Pramod Chand, Deputy Secretary
5. Shri Rajesh Kumar, Under Secretary

Oil and Natural Gas Corporation Limited

1. Shri D. D. Misra, Director(HR)
2. Shri Pradeep Sahariya, Executive Director-Chief, ER
3. Shri Alok Misra, Executive Director-Chief, HRD
4. Shri Yash Malik, Executive Director-Chief, Corporate Planning
5. Shri S.S.C. Parthiban, GGM-Chief, CSR
6. Shri K. Ambedkar, GM(HR) & CLO-SC/ST
7. Shri V. K. Verma, GM(HR)
8. Shri N Mani, GM(HR)