

**Record of the discussion held during the meeting taken by the National Commission For Scheduled Tribes (NCST) on 4 February 2009 at ONGC Hqrs , Dehradun with regard to service safeguards of Scheduled Tribe employees in ONGC**

**1.0 Meeting with the Reps of the SC & ST Association of ONGC**

The reps. of the Association, raised following issues:

a	At ONGC Hqrs, representation of the STs in Gp. 'C' & 'D' category is considerably much less than the prescribed limit of 7.5%
b	In a recent advertisement for filling up of 24 posts in Gp 'C' category, a reference has been made to the Distt. Employment Exchange, who don't refer the requirement to the Kalsi Employment Exchange which has STs in majority. Thus, STs are being deprived of the opportunity for employment. Management, should, therefore, refer such requirement to the Kalsi Employment Exchange
c.	There is a need to consider expeditious employment against die-in-harness cases. Management is also according priority for employment in such cases to the persons having technical background. This is also adversely affecting prospects of other persons, including STs. Further, in lieu of cash compensation, in respect of STs, employment should be provided considering their socio-economic conditions.

Reps of the Association were assured that the above issues will be suitably taken up with the Management for their consideration.

**2.0 Meeting with the Management**

2.1 ONGC was represented by DR. A.K. Balyan Director (HR) and Shri. Sushant Vats, Executive Director.

2.2 Welcoming the Commission, it was mentioned by Dr. Balyan that Shri. R.S. Sharma, Chairman, ONGC couldn't be present in the meeting due to his prior engagement with the Ho'ble Minister (P&NG) in connection with an official function in their Joint Venture site of Barmer.

2.3 The Corporate Division of ONGC made a brief audio-visual presentation on its administrative set-up, functioning, performance and achievements.

2.4 While reviewing service safeguards available to ST employees, it was noted that there was significant improvement in representation of STs on an overall basis in 2008 (actual representation 8.33% against 3.91% in 1991). The percentage representation is more than 7.5% in all categories, except Gp'A', where ST representation is 6.25%. About 14,000 employees have been reduced in Class- III category and 2000 in category-IV in 2008 compared to their existing strength in 1991. On a query, it was clarified by the Management that these reductions have resulted consequent to the promotion of the employees to higher categories and outsourcing of various activities. In this Connection, the Commission desired to know as to how the interest of STs were being protected in engagement of personnel against contracts. It was intimated by the Management that Govt. guidelines on reservations were also being incorporated in the contracts. A copy of such contracts will be forwarded to the Commission also.

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2.5 It was noted that as per the post based roster, there was no shortfall and backlog for STs. Dr. Balyan, Director, HR intimated that in the year 2002, 2003 and 2005, special recruitment drives were launched and total 23 STs were recruited (2002:49, 2003: 39, 2005: 35). Though, at present, there is no shortfall and backlog for STs, the Management of ONGC has decided to proceed with the recruitment of STs against special drive as a commitment to the welfare of the STs. Action is in hand to recruit 53 ST posts against this drive. The Commission appreciated the initiative taken by the Management in this regard and desired that special drive should be completed at the earliest.

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2.6 It was noted that in ONGC, all the promotions upto E-4 level (Pay-scale) were time bound. Therefore, need to apply protection clause in respect of ST employees had not arisen at Gp 'A' Level. In the quantification scheme applicable within Gp'A, (E-2 to E-4), individual is assessed based on the qualification, experience and assessment as reflected in the Performance Appraisal System and all those securing minimum specified marks are promoted irrespective of number of vacancies. For all Corporate level i.e. E-5 and above, promotions are considered on 'Merit' basis

2.7 The Commission was informed that separate SC/ST Cell was existing at Hqrs, Dehradun under Chief Liaison Officer and similar Cells were existing at different workcentres

2.8 It was informed to the Commission that ONGC had a well established grievance redressal system at various levels. Generally, the complaints related to transfer, posting and promotion of employees. Post based rosters have also been periodically inspected by the officials of Ministry of Petroleum and Natural Gas. It was also confirmed that ONGC had never resorted to de-reservation. Regarding, verification of caste certificates, it was informed that services of 24 SC/ST employees have been terminated on account of false community certificate.

2.9 While reviewing roster management system, the Commission desired that ONGC should urgently establish computerized roster management system. ED, ONGC assured that ONGC would consider the suggestion of the Commission in this regard.

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2.10 On a query from the Joint secretary, NCST, it was explained by the Management that the ONGC was in the process of amending their guidelines on the rehabilitation scheme in respect of the displaced persons as a result of setting up of their projects in line with the provisions of the draft National Rehabilitation Policy. The sharing of long term gains with the displaced is also being deliberated upon. The Commission desired that ONGC should urgently finalise their policy in this regard, inter-alia, taking into account long-term sharing of gains by the displaced persons.

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2.11 The Commission noted that TSP component for welfare of SCs and STs have been increased from Rs Cr. to Rs. 2 Cr. It covers education and training, community development, medical and health care etc. Further, scholarships to SC/ST students had been increased from 25 Nos to 100 Nos, which includes 35 St students in the area of engineering (20), Geology/Geophysics (10) and MBA (5). The Commission desired that ONGC should give wide publicity of such schemes in tribal areas.

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2.12 The Commission noted that in the year 2005, 2006 and 2007 out of total 167, 380 and 480 participant sent abroad for training, only 6, 11 and 16 ST executives respectively were included for training abroad. The Commission desired that ONGC should send more ST executives for training abroad to xpand their profile for acquiring higher positions.

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### 3.0 **Discussion on the points raised by the SC/ST Association**

3.1 Regarding lesser representation of STs at Hqrs, ONGC assured that the matter would be looked into. Regarding approaching Kalsi Employment Exchange which has appreciable level of STs, it was clarified by the ED, ONGC that Distt. Employment Exchange was being approached as per the existing instructions. Any deviation therein may not find acceptance in other areas. Therefore, the matter requires careful consideration, especially in the context of the need to follow a uniform policy in this regard across the whole organization. He, however, assured to look into the matter. It was also assured that action for expeditious settlement of die-in-harness cases would be taken, taking into account the request for employment, wherever found feasible.

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