

By Speed Post



भारत सरकार

Government of India  
राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes

6<sup>th</sup> floor, 'B' Wing, Loknayak Bhawan  
Khan Market, New Delhi-110 003.

File No. Tour Report/2/ONGC/(Assam)/2019/RU-I

Dated: 14/03/2019

To,

1. The Chairman-cum-Managing Director,  
Oil and Natural Gas Corporation Ltd.,  
IDT Campus, Kaulgarh Road,  
Tei Bhanwan,  
Dehradun – 248003.  
(Uttarakhand).

2. The Asset Manager,  
ONGC,  
Luit Bhanwan, Cinnamara Complex,  
District- Jorhat- 785704

3. The Head Forward Base,  
ONGC,  
Srikona, Silchar,  
District- Cachar- 788026 (Assam)

Sub: Tour Report of Shri Harshadbhai Chunilal Vasava, Hon'ble Member, NCST to ONGC, Silchar and Jorhat (Assam) on 23.12.2018.

Sir,

I am directed to enclose a copy of Tour Report dated 23.12.2018 in respect of ONGC, Silchar and Jorhat (Assam) of Shri Harshadbhai Chunilal Vasava, Hon'ble Member, NCST.

It is requested that reply along with action Taken Report on the suggestions in the Tour Report may please be furnished to this Commission at the earliest.

Encl: as above.

Yours faithfully,

(Rajeshwar Kumar/ राजेश्वर कुमार)

Assistant Director/ सहायक निदेशक

Tel: 011-24641640.

Copy to:

(1) PS to Member, (HCV) NCST

(2) AD (Coordination)

(3) NIC (for uploading on the website of the Commission).

**NATIONAL COMMISSION FOR SCHEDULED TRIBES****Field Visit/ Tour Report of Hon'ble Member Shri Harshadbhai Vasava, NCST****F. No. Tour/42/Member (HCV)/2018**

1.	Name of the visiting Dignitary	Shri Harshadbhai Vasava
2.	Date of Visit/ Tour	23.12.2018
3.	Places visited	Guwahati, ONGC Jorhat & Silchar Asset
4.	Key Persons/ officials/ Organisations met.	ONGC Jorhat & Silchar Asset
5.	Key Highlights of the visit (Major issues discussed during tour/ visit)	

**Dt.23/12/2018;Sunday****Guwahati, ONGC Jorhat & Silchar Asset**

1. Hon. Member NCST Shri Harshadbhai C. Vasava visited Guwahati for meeting with the ONGC, SC/ST employees Association of Jorhat and Silchar Asset and the meeting with the management on 23<sup>rd</sup> December 2018. Hon. Member was welcomed by Shri Firoz Dhotiwalla Basin Manager Jorhat along with Shri Vijay Prakash, K.Ambedkar, Shubhash Payang and other office bearer of association and officers from management.

1.1 Shri Payang is chairman All India SC/ST Association, who gave welcome speech and read out the following points from the power point presentation:

**2. Overview of Presentation**

- A. Brief about AISCSTEWAA & its activities.
- B. Manpower Status of ONGC & ONGC Jorhat.
- B. Agenda for the meeting (CWC & Local).

**3. A Brief about AISCSTEWAA**

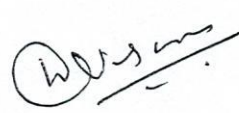
Established in the year 1966-67.

Registered on 03/02/1967 in the name of "All India Scheduled Castes and Scheduled Tribes Employees Welfare Association,(ONGC)" Under the Registration of Societies Act XXI,1860 (Punjab Amendment) Act 1957 at New Delhi.

Registration No. S-3236/1966-67.

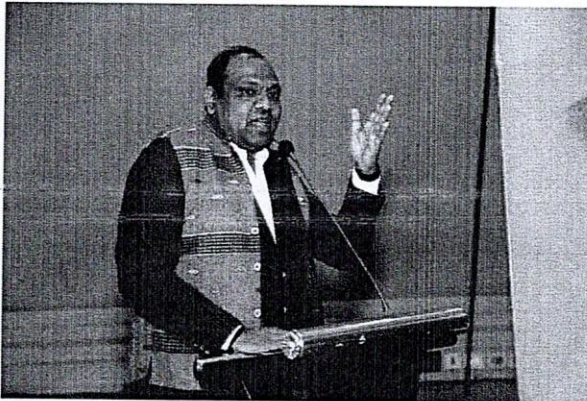
Having Branch Executive Council(BEC) at 22 Work Centers of ONGC located in 13 States All Over India.

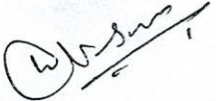
Total employees in ONGC: 31,857 [SC – 4913, ST – 3255 ]

  
 हर्षदभाई वसावा/Harshadbhai Vasava  
 सदस्य/Member  
 राष्ट्रीय अनुसूचित जनजाति  
 National Commission for Scheduled Tribes  
 भारत सरकार/Govt. of India  
 नई दिल्ली/New Delhi

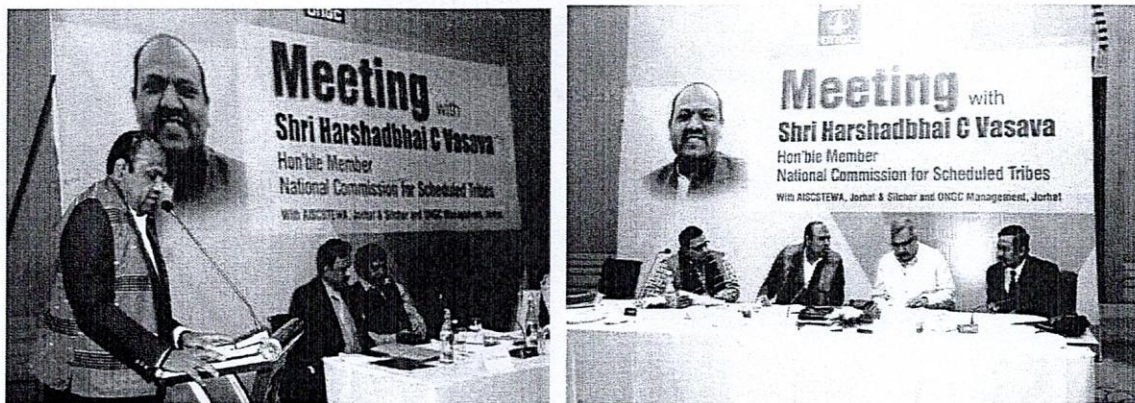
#### 4. Aims & Objectives

- To ensure implementation of Govt. of India's policies with regard to reservation in recruitment and promotions for SC/STs.
- To ensure proper implementation of the Govt. of India's directives with regard to Social, Cultural and Educational upliftment and better living conditions of SC/STs.
- To express the opinion of the members of the Association to bring out solidarity among themselves and improvement of the spirit of confidence and discipline.
- To safe guard the members from exploitation and victimization.
- To associate with management, in shaping the policies with regard to service conditions, pay, leave, pension and many other service matters including profit making, where the interest of the members is involved.
- To make the members conscious of their rights, responsibilities and duty towards the Society, Organization and the nation.
- To promote literacy, scientific values and educational interest among the members and also the people of SC/ST communities.
- To organize and establish Branches, Regional and Central office of the Association at the level of Project, Region and Head Quarters of ONGC.





हरशदभाई येशवा/Harshad Bhal Yeeava  
सदस्य/Member  
राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes  
भारत सरकार/Govt. of India  
नया दिल्ली/New Delhi



## Merit Scholarships for SC/ST

YEAR	SC	ST	Total
2000-01	49	26	75
2001-02	49	26	75
2002-03	49	26	75
2003-04	49	26	75
2004-05	49	26	75
2005-06	49	26	75
2006-07	49	26	75
2007-08	49	26	75
2008-09	65	35	100
2009-10	65	35	100
2010-11	65	35	100
2011-12	65	35	100
2013-14	65	35	100
2014-15	325	175	500
2015-16	325	175	500
2016-17	325	175	500
2017-18	325	175	500
2018-19	650	350	1000

*(Signature)*

**5. MANPOWER STATUS OF ONGC  
(AS IN NOV-2018)**

CADRE	TOTAL EMPLOYEES	SC	ST	SC %	ST %
E9	65	05	03	7.69	4.62
E8	91	08	00	8.79	0.00
E7	472	48	06	10.17	1.27
E6	2829	493	152	17.43	5.37
E5	2469	602	297	24.38	12.03
E4	2301	401	297	17.43	12.91
E3	2590	344	206	13.28	7.95
E2	5692	866	472	15.21	8.29
E1	3996	617	381	15.44	9.53
E0	323	64	72	19.81	22.29
Class-III	8872	1100	1158	12.40	13.05
Class-IV	2157	365	211	16.92	9.78
<b>TOTAL</b>	<b>31857</b>	<b>4913</b>	<b>3255</b>	<b>15.42</b>	<b>10.22</b>

**6. Level-Wise Strength of ONGC-Jorhat**

CADRE	TOTAL EMPLOYEES	SC	ST	SC %	ST %
E9	1	0	0	0	0
E8	2	0	0	0	0
E7	10	0	0	0	0
E6	56	12	5	21.42	8.92
E5	81	27	13	33.33	16.04
E4	114	18	23	15.79	20.17
E3	126	11	22	8.73	17.46
E2	151	21	24	13.90	15.89
E1	133	35	15	26.31	11.27
Class II	8	0	2	0	25
Class III/IV	433	31	75	7.15	17.32
<b>TOTAL</b>	<b>1115</b>	<b>155</b>	<b>179</b>	<b>13.90</b>	<b>16.05</b>

*(Handwritten Signature)*

## 7. Agenda for Deliberation

### 7.1. SC/ST Representation at key positions i.e. General Manager and above in ONGC.

CADRE	TOTAL EMPLOYEES	SC	ST	SC %	ST %
E9	65	05	03	7.69	4.62
E8	91	08	00	8.79	0.00
E7	472	48	06	10.17	1.27

7.2 **Association requested** kind intervention in ensuring adequate representation of SC/STs at above mentioned key positions in ONGC.

7.3 . Recruitment of all group-A posts to be carried out through Open Recruitment instead of GATE. Also, the process of direct Campus Selection to be stopped as per directive of Hon'ble Bombay High court.

ONGC had adopted new recruitment process for Group-A posts through GATE by which the rural poor SC/ST candidates are being deprived of the opportunity to get employment in ONGC. The judgment as per WP No. 2825/2012 dated 01.04.2013 of Hon'ble Supreme Court of India, the campus selection may be stopped for current/future recruitments which has impact on poor & rural SC/ST Candidates.

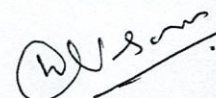
7.4 **Association requested** kind intervention in implementation of the directives of Hon'ble Supreme Court & Hon'ble Bombay High Court to carry out Open recruitment in all the PSUs.

7.5 Implementation of Rule of reservation in all recruitments of ONGC Group of Companies. It is understood that ONGC Group of Companies (like Opal, MRPL, Pentronet LNG, OTPC, OMPL etc.) are not following the rule of reservation in recruitment as per GOI guidelines. **Association Requested** kind intervention in the above matter.

7.6 .Restoring of 5% Relaxation marks in eligibility criteria for SC/STs in recruitment of Group-A posts.

7.7 Discontinued in the year 2011. Thereafter, the eligibility criteria is same for general and SC/ST Candidates, i.e. 60% marks.

7.8 As per the report submitted by Parliamentary Committee on Welfare of SC/STs in the 15th Lok Sabha. "Relaxation in marks upto 5% is given in comparison to General Candidates for determining eligibility for written test."



7.9 **Association requested kind intervention** in implementation of above recommendation of Parliamentary Committee.

7.10 Involvement of Representatives of SC/ST Association in framing of R&P Policies. As per DoPT OM No. AB/14017//22/89-Estt. (RR) dated. 15/05/1989, interest of SC/STs to be kept in view while framing/amending Rules. Whether R&P policies are being framed for the first time or being modified, it should be ensured that interest of SC/ST candidates is not affected.

7.11 **Association requested** kind intervention to have the representatives of SC/ST Association in R&P policy framing for ensuring the interest of SC/ST candidates.

7.12 SC/ST representation in job contracts. As per guidelines mentioned in the ONGC OO No. IR-003 Dt. 28.07.2006, there should be reservation of SC/ST personnel in job contract. But, such mandatory provision is not there in the contracts awarded by ONGC. Hence, the appropriate representation of SC/STs is not maintained in the contractual workforce. **Association requested** kind intervention in implementation of the above said office order guidelines in ONGC contracts.

7.13 Promotion to SC/ST employees at Corp. Level (i.e. E5 & above levels) whose names are not considered for more than 10 years under career grown scheme. **Association requested** kind intervention in releasing the promotion of SC/ST employees who are not considered for more than 10 years.

## 8. Procurement Status from MSEs and SC/ST in the year 2018-19.

8.1 The Public Procurement Policy mandates 20 per cent annual procurement from micro, small and medium enterprises including 4 per cent from MSMEs owned by SC/STs.

## 9 CPSEs Wise 20% and 4% Procurement From All MSEs and SC/ST Owned MSEs

	Annual Target (in Crore)	Monthly Achievement (in Crore)	From MSEs (in Crore)	From SC/ST (in Crore)	MSEs (%)	SC/ST (%)
ONGC	6000.00	2590.71	665.50	0.86	25.69	0.03

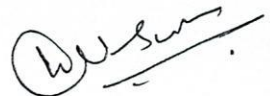
9.1 **Association Requested kind intervention** in implementing this procurement policy in ONGC which will help to develop SC/ST entrepreneurs in future.

9.2 Almost most of the points raised by the Association has been reflected in the following agenda which has been discussed with the management ,however points related to the head office may please be taken up immediately by the management.

10. **AGENDA - ONGC JORHAT AND DISCUSSION WITH THE MANAGEMENT.**

1. Dependents of Deceased (DOD) case of Late Arun Shyam is pending since 01.10.1996.  
**Discussed with the Management and asked them to submit the case to the head office without further delay since it is a fit case as per the prevalent policy of DOD.**
2. Implementation of GOI Guidelines while awarding job contracts & as per ONGC O/O No. IR-003 Dt. 28.07.2006.  
**Disussed with the Management and asked them to implement the orders referred.**
3. Promotion from E4 to E5 & E5 to E6 levels are based on the recommendation of L-1. Hence, at all work centers, the concern L-1 executive should recommend SC/ST employees for proper representation.  
**Management apprised that it is already in practice and their attitude is always positive for reserved category.**
4. Portion of CSR fund allocation to SC/ST youth – free coaching for IITs, IIMs, UPSC, sports etc  
**Management has agreed to provide fund for such coaching to all dependent of employees SC/STs will be given priority, employees should come forward with details for enrollment.**
5. CSR committee should have two representatives from SC/ST members.  
**Management cannot help it should be referred to Head office being a policy matter, however there are members here.**
6. Requisite number of Bilateral meetings with local management as per AISCSTEWAs constitution.  
**Management agreed to implement it.**
7. Allocation of fund for celebration of World Indigenous Day – 9th Aug.  
**Management agreed. It was advised by Hon. Member that fund should be used for welfare of SC/STs and it should not be wasted in grand functions only.**
8. Nomination of SC/STs candidates in Foreign training, seminars, conferences etc.  
**The matter was discussed earlier at other Assets also during the deliberations with them, head office has been apprised and nominations of SC/STs have been initiated.**
9. Implementation of GOI Guidelines while awarding job contracts.  
**Management is eager to implement Instructions issued from head office if any in consistency to GOI guidelines will be implemented.**
10. Recasting of Rosters & filling-up of resultant Backlog/Short falls at Jorhat & Silchar.  
**Management apprised that central register is being maintained at Nazira.**

10.1 During the meeting and in the speech by Hon. Member it was advised that injustice to SC/STs in promotion by raising inquiry/case against such candidate to deprive





him of promotion is general tactics found in different organisations such tendency is causing injustice resulting frustration and in efficiency it should not be in practice. NCST is for welfare of SC/ST and for safeguarding their interests it is duty of the commission to visit such organizations where SC/STs are serving just to check whether the Govt. policies for SC/STs are properly implemented or not. It is also a duty of NCST to protect and make the SC/STs realize that a statutory body is there to back them if injustice done to them.

10.2 Management was found very cordial with the Association and very positive to resolve the issues raised by them.

10.3 Presence of Joint Secretary of CWC Shri N.G. Patel and Awadhesji from Mehsana Asset, Shri Himanshu Bhatt, Shri Asim Sinha liaison officer and other office bearer was noticed and Mr. Satish Kouli thanked them for their presence.

10.4 Every one met Hon. Member thanked him for his visit and interest shown during the deliberation and assurance given to visit again as and when required.



हरषदभाई वसवा/Harshadbhai Vasava  
सदस्य/Member  
राष्ट्रीय अनुसूचित जनजाति आयोग  
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