



राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes

(भारत के संविधान के अनुच्छेद 338क के अंतर्गत एक संवैधानिक निकाय)

(A Constitutional body under Article 338A of the Constitution of India)

File No. Review/30/OIL/2023-SSW

Dated: 25/01/2024

To,

Dr. Ranjit Rath,
Chairman & Managing Director,
Oil India Ltd.
Plot No. 19, Near Film City, Sector-16A,
Noida-201301 (UP)
(Email: cmd@oilindia.in) (Ph No. 0120-2488301)

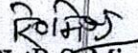
Sub: Review of Constitutional Safeguards for Scheduled Tribes of OIL India Ltd (OIL).

महोदय,

I am directed to refer to the subject cited above and to enclose copy of minutes of Review Meeting held under the Chairmanship of Shri Ananta Nayak, Hon'ble Member, National Commission for Scheduled Tribes (NCST) on 14.12.2023 at Noida, Uttar Pradesh.

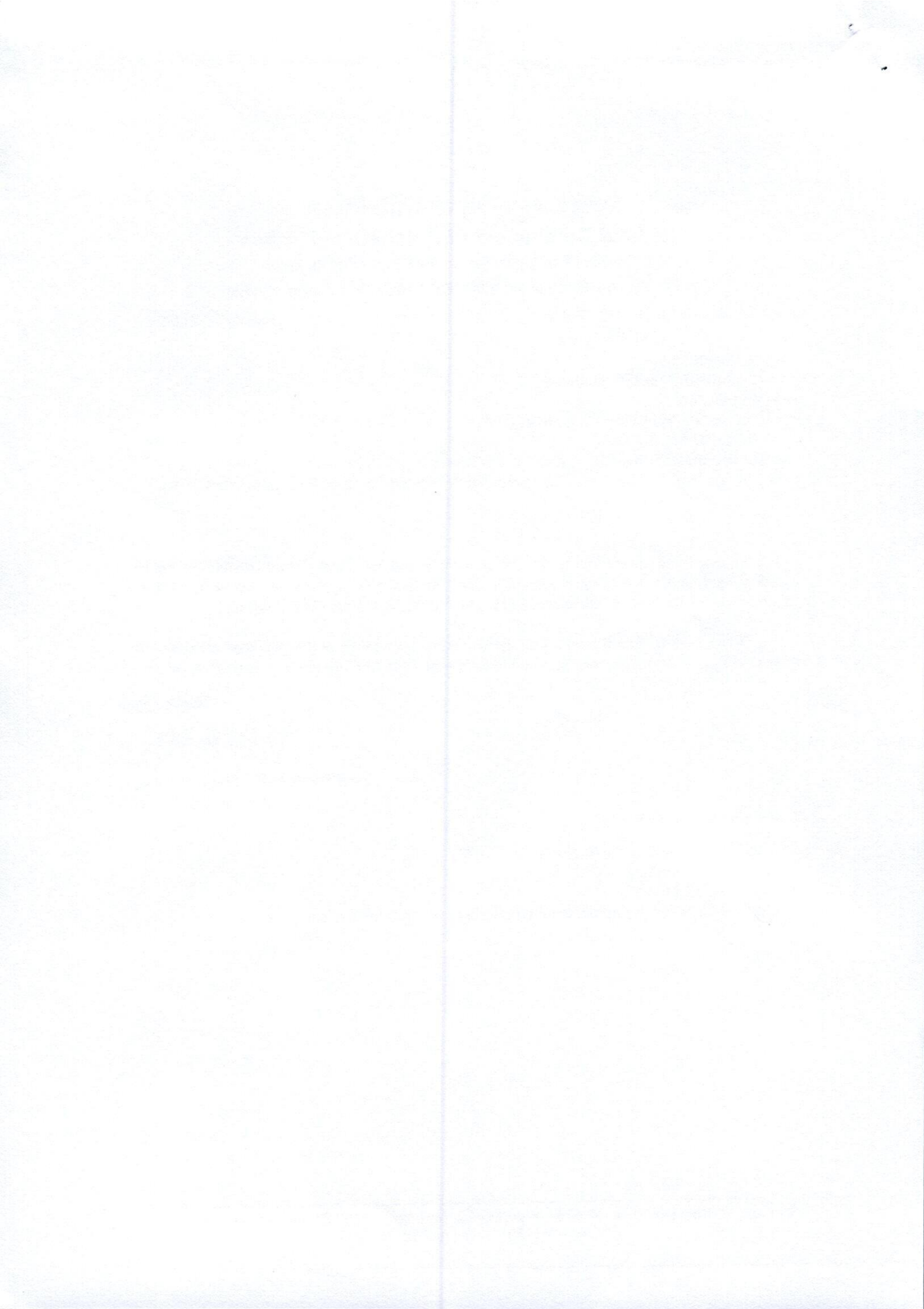
It is requested that the report on action taken/ to be taken on the recommendations may be sent within 30 days from receipt of the letter, for placing it before the Hon'ble Commission.

Yours faithfully,


(आर.एस.मिश्र/R.S. Misra)
अनुसंधानअधिकारी/Research Officer
Ph No. 011-24641640

Copy for information to:

1. PS to Hon'ble Vice-Chairperson, NCST
2. PS to Secretary, NCST
3. O/o JS, NCST
4. NIC, NCST for uploading on the website of the Commission



राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes

REPORT AND RECOMMENDATIONS UNDER ARTICLE 338A(5)(e) OF THE CONSTITUTION OF INDIA ON THE MEASURES TO BE TAKEN BY OIL INDIA LTD. (OIL) NOIDA, (UTTAR PRADESH) FOR EFFECTIVE IMPLEMENTATION OF CONSTITUTIONAL SAFEGUARDS AND REVIEW AND MONITORING OF SCHEMES FOR THE PROTECTION, WELFARE AND SOCIAL ECONOMIC DEVELOPMENT OF THE SCHEDULED TRIBES BY THE NATIONAL COMMISSION FOR SCHEDULED TRIBES.

[File No. Review/30/OIL/2023-SSW]
Date of Review: 14.12.2023 at Noida, UP

The National Commission for Scheduled Tribes (NCST) is a Constitutional body set up under Article 338A of the Constitution of India to investigate and monitor all matters relating to protection, welfare and socio-economic development of Scheduled Tribes in the Country. As per the Constitutional provisions, the Union and every State Govt. shall consult the Commission on all major policy decisions affecting Scheduled Tribes. The Commission presents its Reports to the Hon'ble President of India and all such Reports of the Commission upon the working/implementation of the Constitutional safeguards provided for Scheduled Tribes are to be laid before each House of Parliament along with Memorandum explaining the Action Taken or proposed to be taken on the recommendations relating to the Union and the reasons for non-acceptance, if any, of any of such recommendations by the Ministry of Tribal Affairs, Government of India.

2. In pursuance of the above Constitutional mandate, Shri Ananta Nayak, Hon'ble Member, National Commission for Scheduled Tribes, in the presence of Smt. Alka Tiwari, Secretary, NCST and other Senior Officials of the Commission took a Review Meeting with the Chairman-Cum- Managing Director and other Senior Officers, OIL (under the Ministry of Petroleum and Natural Gas) on 14.12.2023 to evaluate the working of Constitutional Safeguards available to the Scheduled Tribes in the OIL and to review implementation of various service safeguards and other developmental schemes/programmes for the welfare and development of Scheduled Tribes employees and Scheduled Tribes of the Country.

3. The list of Officers of OIL, present in the Review Meeting at 12:30 PM on 14.12.2023 and Office Bearers of SC/ST Employees Welfare Association, OIL and ST employees of OIL, who attended the meeting at 11:30 AM on 14.12.2023 is Annexed.

4. Before the Review Meeting on 14.12.2023, the Hon'ble Member, NCST, in the presence of Secretary, NCST and other officials of the Commission had interaction and discussion with Office bearers of OIL India ST Employees Welfare Association, Duliajan, Dibrugarh, (Assam) on the problems and difficulties faced by ST employees in the OIL. The officer bearers of Associations and Liaison Officer have drawn the attention of the Commission on the following issues:-



अनंत नायक/ANANTA NAYAK

सदस्य/Member

राष्ट्रीय अनुसूचित जनजाति आयोग

NATIONAL COMMISSION FOR SCHEDULED TRIBES

भारत सरकार/Govt. of India

नई दिल्ली/New Delhi

- i. Inadequate representation of ST Executives in Higher Management/Position. In Grade H-Only 3 out of 58 are STs and in Grade I, Only 1 out of 17 is ST.
- ii. Special training may be provided to ST employees to enhance their skills for career progression / promotion.
- iii. One office bearer of ST employees welfare association of the OIL may be nominated in the local CSR Committee for active participation during the planning and execution of programmes meant for the STs.
- iv. Implementation of Special Component Plan for the welfare of ST communities in an inclusive way in true spirit of the plan;
- v. Structured Meeting with Top Management/Quarterly Meeting – Separate ST association may be given separate recognition as ST issues and demands get diluted when getting through the combined SC/ST Association.
- vi. There is need to promote the eligible ST candidate /employees to the higher post in a time bound manner.
- vii. Promotion of Art and Culture plus Self Sustaining Projects for ST predominated areas;
- viii. Delays in sanction of funds and reimbursements of expenditure incurred for ST Association work
- ix. Difficulty in getting time to meet CMD to voice the issues of the ST Association

5. After meeting with office bearers of ST Employees Welfare Association(s), OIL, Dibrugarh the Hon'ble Member, NCST, in the presence of the Secretary, NCST and Sr. Officers of NCST reviewed OIL with the CMD and Sr. Officers of OIL regarding issues affecting the Scheduled Tribes employees in OIL. After a round of introduction and briefing on the functions and mandate of the NCST, the CMD, then apprised the Commission about the activities being undertaken by the OIL for welfare and protection of Scheduled Tribes Employees followed by a power point presentation on the background of the OIL, area of operation and activities taken under CSR. It was informed that Oil India Ltd. (OIL) is a Govt. of India Enterprise under the Ministry of Petroleum & Natural Gas. OIL is involved in exploring, producing and transporting crude oil and natural gas. It started in 1959 as Oil India (P) Ltd. to develop the Naharkatia and Moran oil fields in Assam. By 1961, it became a joint venture with the Indian Government and Burmah Oil Company Ltd., UK. In 1981 it became a wholly-owned Government of India enterprise. OIL operates in Assam, Arunachal Pradesh, Mizoram, Tripura, Nagaland, Odisha, Andhra Pradesh, Puducherry, Rajasthan, and offshore areas of Andaman and Kerala-Konkan. It also has interests in 10 E&P assets in Russia, Mozambique, Venezuela, Gabon, Bangladesh, Nigeria, and Libya. OIL manages a pipeline network of over 1900 km including a 1157 km crude oil pipeline from Naharkatiya in Assam to Barauni in Bihar, a 38 km branch line to Digboi and 654 km pipeline from Numaligarh in Assam to Siliguri in West Bengal. OIL's involvement in the energy sector extends to renewable energy with 188.10 MW capacities in Rajasthan, Madhya Pradesh and Gujarat States. On 04.08.2023, the Govt. of India awarded OIL, the prestigious Maharatna status, elevating it to the 13th Maharatna CPSE in the Country.


 अनंत नायक/ANANTA NAYAK
 सदस्य/Member
 राष्ट्रीय अनुसूचित जनजाति आयोग
 NATIONAL COMMISSION FOR SCHEDULED TRIBES
 भारत सरकार/Govt. of India
 नई दिल्ली/New Delhi


6. Observations of the Commission:-

In the reply to NCST Questionnaire, the OIL has informed that the total number of employees in the company were 4772 (on 09.08.1982), 9670 (on 02.07.1997), 7651 (on 31.03.2014) and 6759 (as on 31.03.2023). As on 31.03.2023, the total No. of employees were 6759. The Category Group- A Employees were 1742 out of which 161 belong to ST category which constitutes 9.24%; Group-B employees were 30 out of which 03 belong to ST category constituting 10% and Group-C (including erstwhile Group-D) employees were 4987 out of which 797 belong to ST category constituting 15.98%.

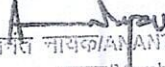
7. Recommendations of the Commission:-

After detailed discussion with CMD & other Sr. Officers of OIL on various issues affecting the Scheduled Tribe employees in OIL, the Commission makes the following recommendations:-

- a. The category wise sanctioned strength position of the employees of the OIL may be furnished, as the number of employees of the OIL informed by the management on 02.07.1997, 31.03.2014 and 31.03.2023 appears to be different. The State-wise and Post- wise details may be furnished.
- b. Detail of Last Special Recruitment Drive for STs launched by OIL may be furnished.
- c. Comparative statement indicating the general and ST employees sent for skill development programmes / training during last three years may be furnished.
- d. Internal Grievance Redressal Committee for STs (as advised by NCST in August, 2021 to All Central Ministries/Department for setting in the PSUs/subordinate offices, copy of the composition of the committee is enclosed) may be setup and all employees and OIL ST Employees Welfare Association, Dibrugarh may be informed.
- e. Roster for all posts (where reservation is applicable) may be prepared on the basis of sanctioned posts and to make the information available online, for easy reach of ST employees.
- f. The reservation for STs in outsourced posts may be adopted by making the provision(s) in tender(s) for awarding the works.
- g. Structured meetings with SC/ST Employees Welfare Association(s), PPA may be convened regularly in a periodic manner. The minutes of meeting may also be communicated to SC/ST Employees Welfare Association. The action taken report on the points/recommendation/suggestions of the previous meeting may also be brought in the next meeting.
- h. The Liaison officer(s) may be sent for training on rosters and reservation policies for STs.
- i. Special training / programmes may be arranged / imparted to ST employees for enhancing their skills for betterment and promotion to the higher posts.


अनन्त नायक/ANANTA NAYAK
सदस्य/Member
राष्ट्रीय अनुसूचित जनजाति आयोग
NATIONAL COMMISSION FOR SCHEDULED TRIBES
भारत सरकार/Govt. of India
नई दिल्ली/New Delhi

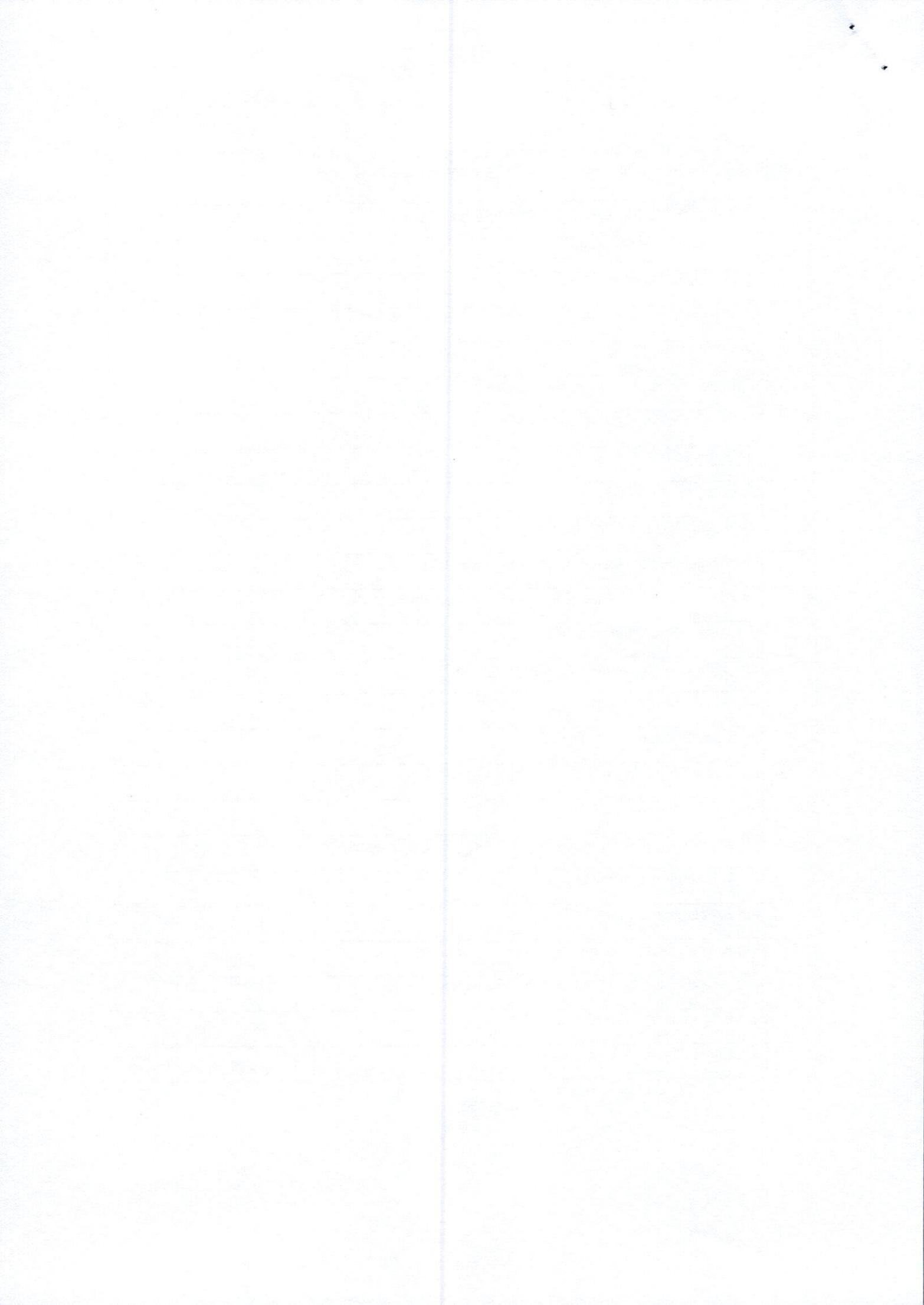
- j. One office bearer of ST employees welfare association of the OIL may be nominated in the local CSR Committee of OIL for active participation during the planning and execution of programmes meant for the STs.
- k. Sufficient funds may be allocated to OIL ST employee welfare Association, Dibrugarh for celebrating cultural functions related to Scheduled Tribe communities. And efforts may be made to sanction funds well in advance of the event and also settle reimbursements due to the ST Association speedily in a time bound manner.


अनंत नायक/ANANTA NAYAK
सदस्य/Member
राष्ट्रीय अनुसूचित जनजाति आयोग
NATIONAL COMMISSION FOR SCHEDULED TRIBES
भारत सरकार/Govt. of India
नई दिल्ली/New Delhi

Annexure

List of participants of the Review Meeting held on 14.12.2023 at OIL India, Noida, UP under the Chairmanship of Shri Ananta Nayak, Hon'ble Member, NCST, New Delhi.

I	<u>National Commission for Scheduled Tribes</u>
1.	Smt. Alka Tiwari, Secretary
2.	Smt. Miranda Ingudam, Director
3.	Shri R.K. Dubey, Dy. Director
4.	Shri R. S Misra, Research Officer
5.	Shri P.K. Parida, PS to Hon'ble Member
6.	Shri R.K. Tripathy, Spl. Rapporteur
II.	<u>Oil India Ltd.</u>
1.	Shri Ranjit Rath, CMD
2.	Shri Harish Madhav, Director (Finance)
3.	Shri Pankaj Kumar Goswami, Director (Operation)
4.	Dr. Manas Kumar Sharma, Director (Explore & Development)
5.	Shri Ashok Das, Director (HR)
6.	Shri Subhra Ranjan Samadar, CGM (Logistics)
7.	Shri Ankur Baruah, Executive Director (HR)
8.	Dr. Shyam Baruah, CGM (HRA)
9.	Shri Ganesh Baro, LO (SRC)
10.	Shri Vivek, Brahma, CM (HR)
III.	<u>ST Employees Welfare Association of Oil India, Dibrugarh</u>
1	Dr. Navneet Swargiri, President
2	Shri Abhijit Deori, Vice-President
3	Shri Rituraj Borah, General Secretary
4	Shri Pranjal Hazarika, Assistant General Secretary
5	Shri S.R. Samadar, Chairperson (SRC)
6	Shri Ganesh Baro, Liaison Officer



No. AS-13/1/2021-SCT-PNG
भारत सरकार
Government of India
पेट्रोलियम और प्राकृतिक गैस मंत्रालय
Ministry of Petroleum & Natural Gas
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शास्त्री भवन, नई दिल्ली
Shastri Bhawan, New Delhi
दिनांक: 17th August, 2021

To

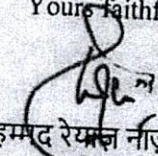
1. The Chairman & Managing Director
IOCL, HPCL, BPCL, ONGC, GAIL(India) Ltd., EIL, CPCL, OIL, NRL, CPCL, BLL
2. Secretary, OIDB
3. The Registrar
RGPIT, IPE

Subject: Constitution of "Internal Grievance Committee" in redressal of employment/service related grievances of Scheduled Tribe employees- reg.

Sir,

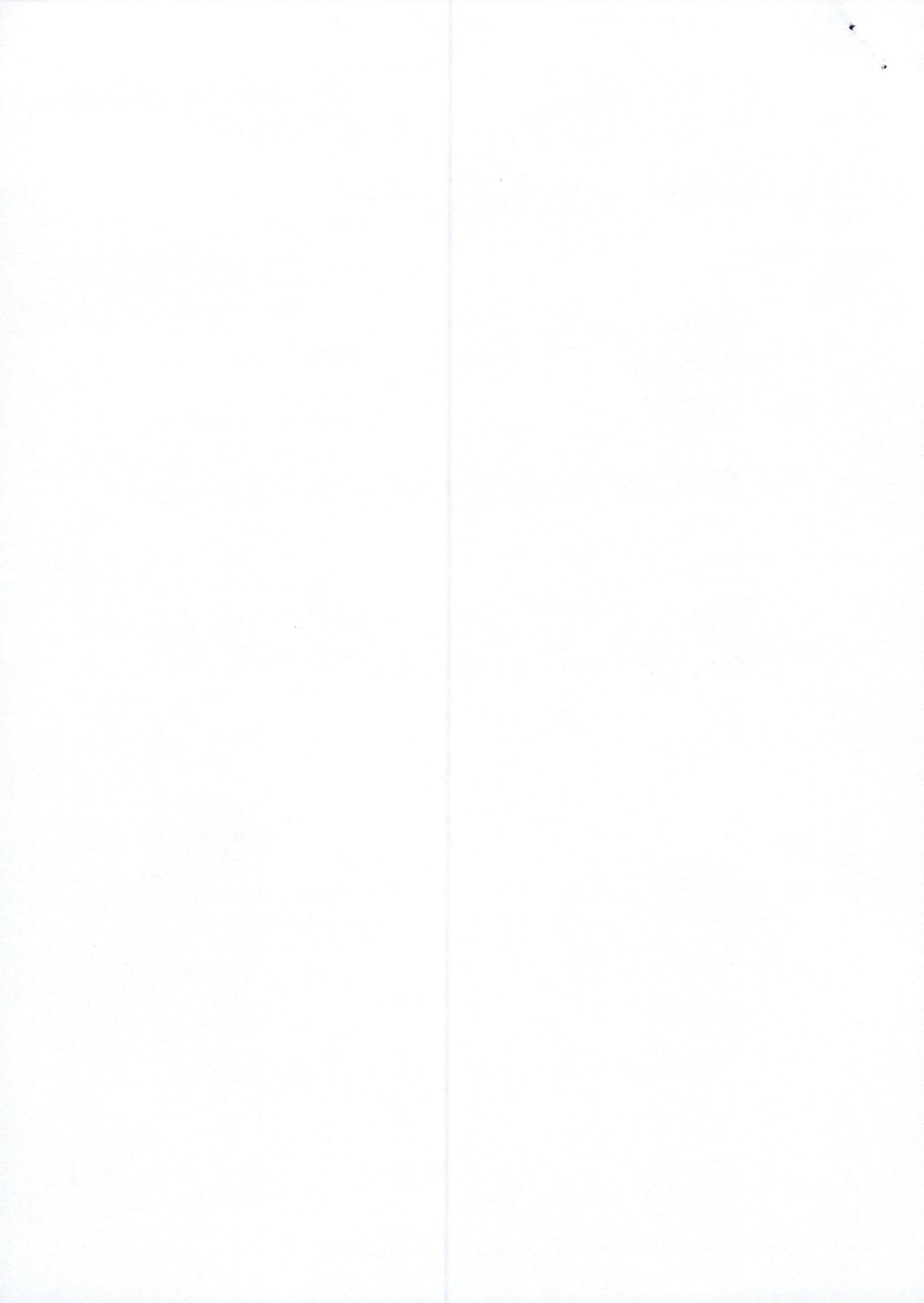
I am directed to forward herewith a copy of the National Commission for Scheduled Tribes D.O. No. 18/01/NCST(IGR)2021-Coord dated 3rd August, 2021 on the above subject for necessary compliance under intimation to this Ministry. The National Commission for Scheduled Tribes may also be intimated about the action taken.

भवदीय
Yours faithfully,


(मोहम्मद रेयज़न नाज़मी)
(M.R. Nazmi)

अवर सचिव, भारत सरकार
Under Secretary to the Govt. of India

Encl: As above.



अलका तिवारी, भा.प्र.से.

सचिव, भारत सरकार

ALKA TIWARI, I.A.S.
SECRETARY TO GOVT. OF INDIA
 भारत सरकार
 राष्ट्रीय अनुसूचित जनजाति आयोग
 GOVERNMENT OF INDIA
 NATIONAL COMMISSION FOR SCHEDULED TRIBES

D.O.No. 18/01/NCST(IGRC)2021-Coord.

3rd August, 2021

Respected Sir,

As you are aware, the National Commission for Scheduled Tribes (the Commission) has been set up under Article 338A of the Constitution of India on 19.02.2004 and vested with the responsibility, inter-alia, to investigate and monitor all matters relating to the safeguards provided to the Scheduled Tribes under the Constitution or under any order of the Government and other laws for the time being in force and to evaluate the working of such safeguards.

2. Every year, the Commission receives a large number of complaints relating to service matters on issues such as (i) Non maintenance of reservation roster and not filling up of reserved vacancies, (ii) Discrimination in promotion/seniority/MACP/ACP, (iii) Non-appointment on compassionate grounds, (iv) Downgrading of APARs, (v) Termination /dismissal from service, (vi) Discrimination in transfer/posting (vii) Denial of pensioner benefits etc.

3. To ensure active participation of various Government Departments in redressal of employment/service related grievances of Scheduled Tribe employees, the Commission recommends that the Departments and the Autonomous Bodies/PSUs/Attached/Subordinate offices, which are controlled by the Department should constitute an "Internal Grievance Committee". The composition of the committee may be as under:

(i)	SAG level officer of the Ministry/Department	Chairperson
(ii)	SAG/Director level officer of external Department (Scheduled Tribe)	Member
(iii)	Chief Liaison Officer/Liaison Officer (not below the rank of Deputy Secretary)	Member
(iv)	Director/Deputy Secretary level Officer (Having good knowledge of rules & procedure of Govt. of India)	Member
(v)	ST Officer of Director/Deputy Secretary/Deputy Director level (preferably lady to be nominated from other Ministry/Department in case an officer is not available within the Ministry/Department)	Member

.....2/-

Set

-2-

(Note: In so far as Internal Grievance Committee to be set up in Autonomous Bodies /PSUs / Attached / Subordinate Offices under the Central Govt. Department is concerned, the Committee may be chaired by an Executive Director level Officer with the Chief Liaison Officer and a senior officer belonging to ST community as members).

4. The Internal Grievance Committee will examine the complaints of the employees belonging to Scheduled Tribes on matters such as (i) Non-maintenance of reservation roster and not filling up of reserved vacancies, (ii) Discrimination in promotion/seniority/MACP/ACP, (iii) Non-appointment on compassionate grounds, (iv) Adverse/downgrading of APARs, (v) Termination/dismissal from services, (vi) Discrimination in transfer/posting (vii) Denial of pensioner benefits etc. and take necessary action for immediate redressal of the grievances. The Committee will prepare monthly report and submit to the Head of Organization who will monitor the action taken on the grievances and submit a quarterly report to the Commission including the reports received from the Autonomous Bodies/PSUs/Attached/Subordinate offices under the administrative control of the Department, in the format given below:

Quarterly Report for the period fromto

Sl.No.	No. of grievances registered	No. of grievances successfully redressed	No. of grievances unresolved	Action taken against wilful defaulting officer(s)	Remarks
1	2	3	4	5	6

With regards,

Yours sincerely,

Alka Tiwari
(Alka Tiwari) 8/21

Shri Tarun Kapoor
Secretary
Ministry of Petroleum & Natural Gas
Shastri Bhawan A-Wing,
Dr. Rajendra Prasad Road,
New Delhi-110001