

By Speed Post



**Government of India
National Commission for Scheduled Tribes**

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

File No. Review-2/IOCL/2017/RU-I

Date: 11 /10/2017

To

1. The Chairman,
Indian Oil Corporation Ltd.,
3079/3 JB Tito Marg,
Sadiq Nagar,
New Delhi – 110049.
2. The Chairman-cum Managing Director,
Bharat Petroleum Corporation Ltd.,
Bharat Bhavan No. I & II, 4&6,
Currimbhoy Road, Ballard Estate,
Mumbai.

Sub: Review of Central Public Sector Undertakings IOCL & BPCL with regard to Reservation in services & welfare for tribals – Review meeting on 03/07/2017 to 05/08/2017.

Sir,

I am directed to enclose a copy of the minutes of Review meeting on 03/08/2017 to 05/08/2017 on the above mentioned subject for immediate necessary action. Action Taken Report in this regard may be submitted to the Commission **expeditiously**.

Encl: As above.

Yours faithfully,

(Rajeshwar Kumar)
Assistant Director

Copy for information to:

SSA NIC (for hosting on Commission's website)

National Commission for Scheduled Tribes

TOUR REPORT

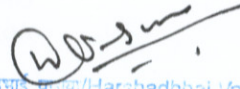
F. No. Review-2/IOCL/2017/RU-I

Sub: Review of Central Public Sector Undertaking viz IOCL & BPCL with regard to Reservation in services & welfare of tribals employed there. - Review meeting on from 03/08/2017 to 05/08/2017.

1.	Name of Member / Officers (during the tour)	Shri Harshadbhai Chunilal Vasava, Member	
2.	Date of Tour	03 - 05/08/2017	
3.	Tour Place	1	Indian Oil Corporation Ltd. (Marketing), Mumbai.
		2	Bharat Petroleum Corporation Ltd. (HQ)
4.	Met with the Chief persons / Officers / Organization		Officers / employees of SC/ST Association of Indian Oil Corporation Ltd. (Marketing), Mumbai.
		3	Officers / employees SC/ST Association of BPCL.
		4	Officers of BPCL.
5.	Main points of tour are as given below:		

Hon'ble Member, Shri H.C. Vasava, NCST alongwith Deputy Secretary, Shri P.T. Jameskutty and Shri H. R. Meena, Senior Investigator visited the Indian Oil Corporation Ltd. (Marketing), Mumbai and Bharat Petroleum Corporation Ltd., Mumbai from 03/08/2017 to 05/08/2017 for review of implementation of reservation in services for scheduled tribes and welfare for tribals employed there.

1. **04/08/2017** – Reception of the team of NCST by the Officers of IOCL and Association of employees of the SC/ST of Indian Oil Corporation Ltd. (Marketing) Headquarters, Mumbai.
2. During the meeting NCST team met the IOCL SC/ST employees Association who raised some demands and issues relating to the service as under :-
 - (a) Their Association has not been registered by the IOCL till date. Therefore, they cannot raise their grievances to the management directly.
 - (b) To provide fund to their SC/ST Association for celebration of Mahaparinivaran Divas on 6th December.
 - (c) Relaxation in grading for promotion upto post of Executive Director for ST employees.


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

3. In view of the meeting of the Commission with the Hon'ble Prime Minister, Hon'ble Member could not reach the Mumbai on scheduled date. As per direction of Hon'ble Member, the NCST team met the IOCL Authority (Marketing) and discussed the issues of ST employees. The IOCL Authorities explained their working charter and activities for STs as per Govt. India guidelines.
4. **Dated 05/08/2017 at 10:00 A.M.**– Shri Harshadbhai Vasava, Hon'ble Member, NCST with his team visited the IOCL (Marketing) Head Office Mumbai. The Officers of IOCL and employees of SC/ST Association welcomed the Hon'ble Member and other members of the team. Hon'ble Member desired to discuss the issues / demands of employees of SC/ST of IOCL separately. The employees of SC/STs of IOCL submitted their grievances / demands to the Hon'ble Member as per details.
 - (i) Their Association has not been registered by the IOCL till date. Therefore, they cannot submit their complaints to the IOCL management frankly without any fear.
 - (ii) As per reservation of STs, relaxation in promotion in Group A posts is only to the post A to C which may be upto post E.
 - (iii) Increase of reservation for STs in Medium and Small Scale Enterprises.
 - (iv) Training Programme may be Organized for ST employees for their promotion as per BPCL / HPCL modal.
 - (v) Special incentive may be made for celebration of Mahapari Nivaran Divas on 6th December.
 - (vi) Special funds may be provided to the Association under CSR activities.
 - (vii) For promotion to the post of Upper Management level their ACR has been degraded by the counter signing authority.
5. After meeting with the SC/ST employees of the IOCL, the NCST team met the IOCL Management and discussed the matter in details. Hon'ble Member asked to the IOCL Officers for their activities for development of STs employees of the Organization and tribal neighbourhood. The Hon'ble Member wanted the updated information as per the Questionnaire sent to the IOCL by the Commission.
6. The IOCL Officers submitted to the Hon'ble Member that Indian Oil Corporation Ltd. with its registered office at Mumbai, have five Divisions, namely, 1. Refineries Division 2. Pipelines Division, 3. Marketing Division, 4. Research & Development Centre and 5. IBP Division, besides the Corporate Office.

The Corporation is currently managed by the Chairman and six whole-time Directors namely, Director (Finance), Director (HR), Director (Pipeline), Director (Marketing), Director (Planning & BD) and Director (R&D), one Directors nominated by Ministry of Petroleum & Natural Gas and two Independent Directors.

Marketing Division with its Head Office at Mumbai has four Regional Offices at Delhi, Mumbai, Kolkata & Chennai, each headed by a Executive Director; 16 State Offices; 71 Divisional Offices and 46 LPG Area Offices. Operating locations like the Terminals, Depots and LPG Plants report to the State Offices whereas the Aviation Fuel Stations report to the concerned Regional Offices directly. The erstwhile IBPD Company Ltd. has been merged with Indian Oil Corporation Ltd. w.e.f. 2nd May, 2007 and now forms a part of Marketing Division.

The IOCL apprised the NCST team that there is relaxation for ST employees in Group A posts upto C level. The condition for promotion as per zone of consideration in Group A – E level is common to all. In other category i.e. Group B, C & D reserved quota has already fill up by the IOCL. The IOCL submitted to the Hon'ble Member that retail outlet dealership is filled up as per State wise population by the IOCL.

The IOCL informed that funds available under CSR and most of it is utilized for poor tribal neighbourhood located near IOCL Offices. The IOCL submitted that funds of CSR is also utilized for sanitation, health and education for tribals. They have also informed that funds of CSR are utilized for holy pilgrimage.

The Hon'ble Member advised the IOCL that: - (a) training may be provided to the ST people to obtain Government jobs for improvement their performance for promotion in upper management level (b) funds under CSR may be utilized for education health and cleanliness of tribals (c) dealership of petrol pumps and LPG gas agencies may be operated by the only scheduled tribes dealer in tribal areas (d) Association of employees of STs of IOCL may be registered separately.

The Hon'ble Member advised to the IOCL that action should be taken as per discussion during the review meeting and apprised to the Commission as to the Action Taken on the suggestion.

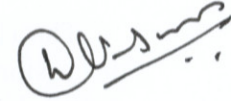
7. **Dated 05/08/2017 at 12:00 Noon** – The Hon'ble Member visited the BPCL, Headquarter, Mumbai for review on implementation of reservation in services and funds available in CSR. The BPCL Officers welcomed the NCST team. Thereafter employees of SC/ST welfare association of BPCL also came to welcome to the NCST team.

(a) a separate meeting with the Association was called by the Hon'ble Member. Employees of Association were present in the meeting and they raised some grievances / complaints before the Hon'ble Member as per details: (i) there is no ST cell in BPCL Headquarters, Mumbai (ii) Office space is not provided to the ST Association (iii) Many posts of Group A level are vacant in BPCL (iv) reservation for STs is zero in Group A posts i.e. G to I level. No funds had been provided for celebration of Dr. Ambedkar Jayanti.

(b) The Hon'ble Member met the BPCL Management and discussed the matter on the reservation and CSR activities. The BPCL Officers submitted to the Hon'ble Member that as per reservation policy 7.5% of total posts are filled by ST people in Group A, B, C & D level. The reserved quota for STs in Group B, C & D has been filled up. Reservation is given as per performance and as per Reservation Quota. The BPCL management informed that is to review Questionnaire to the

Hon'ble Member. After perusal of the reply of Questionnaire Hon'ble Member expressed satisfaction. The Hon'ble Member, however, asked to resolve the grievances of ST employees in BPCL. The BPCL Management assured the Hon'ble Member that grievances of employees of STs in BPCL at all level are redressed in time. The Hon'ble Member asked to the BPCL Officers to explain their CSR activities. The BPCL Officers informed that funds available in CSR are mostly utilized for development of poor tribals neighbourhood where BPCL Offices are situated. The BPCL apprised that special funds of CSR is utilised in Nandu Marg district in Maharashtra for education of tribals. Health training is also being provided to the ST women in HD Kote Taluk, Mysore, Karnataka for especially better health during pregnancy. The BPCL apprised the Hon'ble Member that some funds of CSR is also provided for Eklavaya School in Wyanwad District of Kerala. They have also apprised that skilled development Institute has also be established in Kochi district wherein 80 students is residing & studying.

8. The Hon'ble Member appreciated the activities being carried out by BPCL and advised (a) living of standard of poor ST families may be uplifted through CSR funds (b) reservation in Group A post for ST employees and above level may be filled up (c) grievances of Association of SC/STs may be heard and redressed (d) Coaching / training may be provided to ST students for preparation of GATE examination. One Coaching centre may be set up in each State for preparation of GATE examination (e) a Pilot project may be started for development of poor ST people under CSR funds.
9. The Hon'ble Member apprised the BPCL management that action needs to be taken as per discussion during the review meeting and the Commission accordingly. ^{in to do} ^{the action taken}



हरषदभाई वतावा/Harshibhai Vavava
सदस्य/Member
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