



भारत सरकार

Government of India

राष्ट्रीय अनुसूचित जनजाति आयोग

National Commission for Scheduled Tribes

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

F. No. Meeting/04/ONGC/2018/RU-I

Dated: 04/10/2018

To

The Chairman- & Managing Director,  
Oil & Natural Gas Corporation Ltd.,  
Pandit Deendayal Upadhyaya Urja Bhawan,  
5A, Nelson Mandela Marg,  
Vasant Kunj, New Delhi – 110070.  
Tel: 26129001 / 26129011.  
Fax: 26129021 /26129041.

Sub: To discuss the cases of the Scheduled Tribes employees of ONGC dealt in NCST and use of CSR Fund of ONGC for benefits of STs

Sir,

I am directed to refer to the subject cited above and to enclose a copy of the minutes of meeting held on 05/09/2018 at 12:00 Noon under the Chairmanship of Shri Nand Kumar Sai, Hon'ble Chairperson, National Commission for Scheduled Tribes in the matter.

It is, requested that action taken on the suggestions / recommendations of the Commission may please be sent to the NCST at the earliest.

Yours faithfully,

(Rajeshwar Kumar)  
Assistant Director  
Tel: 011-24641640.

Copy for necessary action to:

The Registrar,  
Delhi University,  
Delhi – 110007.

[please refer to Registrar, University of Delhi letter No. UE/NCST/2018/RU – 4117 dated 17/04/2018. The extract of relevant portion of the minutes of meeting held on 05/09/2018 under the chairmanship of Chairperson, NCST is enclosed for appropriate action.]

(Rajeshwar Kumar)  
Assistant Director

Copy to:

1. PS to Hon'ble Chairperson, NCST.
2. Director (RU-III), NCST [with reference to file No. TKD/5/2018/MHRD2/DEOTH/RU-III]
3. All concerned files.
4. NIC (for uploading on the Commission's website).

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

(File No. Meeting/04/ONGC/2018/RU-I)

Minutes of Meeting held on 05/09/2018 at 12:00 Noon under the chairmanship of Hon'ble Chairperson, National Commission for Scheduled Tribes (NCST), Conference Room (NCST), 6<sup>th</sup> Floor, Lok Nayak Bhawan, Khan Market, New Delhi.

List of participants is at annexure A.

NCST convened a meeting on 05/09/2018 under the chairmanship of Shri Nand Kumar Sai, Hon'ble Chairperson, NCST to discuss the cases of Scheduled Tribes employees of Oil Natural Gas Corporation Ltd. (ONGC) dealt with by National Commission for Scheduled Tribes and the use of CSR fund of Oil Natural Gas Corporation Ltd. for benefits of Scheduled Tribes (for construction of Hostel for ST students in University of Delhi) with the ONGC.

Chairman-cum-Managing Director, ONGC had preoccupied engagement on the same day hence he deputed senior Officers to attend the meeting. Brief of the case(s) of ST employees of ONGC, status of the case (as on date of meeting) and issue for granting financial assistance for construction of hostel for ST students in University of Delhi by ONGC and the observations / recommendations of the Commission thereon in the Meeting is given below.

**1. Cases of ST employees of ONGC dealt with by NCST:**

**(a) Case file No. SI/11/2017/MPNG1/SEOTH/RU-I**

Representation dated 16/11/2017 of Ms. Sunitha Issac, Manager(Vigilance), ONGC, R/o Flat - 4G, Karuppar Garden House, No. 50/56, Halls Road, Opp. YMCA Kilapuk, Chennai-600010 regarding justice against sexual harassment by Shri Vijay Kumar, General Manager (Vigilance), ONGC, Chennai.

**Status:** The Commission discussed the issue with the representatives of ONGC and petitioner in a sitting held on 08/03/2018 at Loknayakan Bhawan, New Delhi under the chairmanship of Shri H. C. Vasava, Hon'ble Member, NCST. In the sitting, the Commission recommended that:

*"The Commission took a serious view of the matter and observed that a tribal lady employee of Manager level is not safe in a reputed Organisation like ONGC and its unfortunate. Accordingly, the Commission recommended that the ONGC should take stringent action against the accused and the required support should be extended to the victim that she feels safe and secure in working with ONGC. An Action Taken Report may be provided to the Commission within a period of 15 days".*

The minutes of sitting was forwarded to ONGC on 28/03/2018. Response from ONGC was awaited.

In the meeting dated 05/09/2018, the representatives of ONGC informed that after petitioner's consent, she has been posted in another Department in same place. Presently inquiry is in progress and final outcome of the inquiry will be communicated to the Commission at the earliest.



Nand Kumar Sai  
Chairperson  
National Commission for Scheduled Tribes  
Govt. of India  
New Delhi



After discussions, Commission observed / recommended that the latest position of the case and inquiry report be made available to the Commission at the earliest.

**(b) Case file No. IISA/1/2017/MPNG1/SEPROM/RU-II**

Representation dated 21.02.2017 received from Shri Inder Iqbal Singh Atwal, National Working President, Forum of SC and ST Legislators and Parliamentarians (Regd) 42, Sector-2, Chandigarh regarding discrimination in promotion on the post of Executive Director (Level E-9) against the SC and ST candidates in ONGC.

**Status:** The NCST vide letter dated 22/02/2017 referred the matter to ONGC for comments and facts.

The ONGC vide letter No. 11(34)/RP-C/2017/NCST dated 21/03/2017 has forwarded the facts and comments on the issue raised in representation dated 21/02/2017 of Shri Inder Iqbal Singh Atwal.

The letter dated 21/03/2017 of ONGC was forwarded to Shri Inder Singh Atwal on 31/03/2017 for information and satisfaction followed by reminder dated 01/06/2017. No response received from Shri Inder Singh Atwal.

Keeping in view of the action taken by the ONGC and no response received from the petitioner, no further action required in the matter. Hence, in the meeting dated 05/09/2018, it was decided that matter may be closed.

**(c) RLM/1/2017/MPNG1/SEHRMT/RU-II (RU-I)**

Representation dated 22.12.2016 received from Mr. R. L. Meena, Chief Manager (Finance), R/o B-50, ONGC Colony (North)Badarghat Complex, Agartala (Tripura)-799014, regarding Harassment and injustice by ONGC Management.

**Status:** Sitting(s) were convened by the NCST in the matter. In the sitting held on 08/03/2018 under the chairmanship of Shri H. C. Vasava, Hon'ble Member, NCST, it was observed / recommended that:

*"The Director (HR) submitted to the Commission that case of Shri R. L. Meena for his promotion is under submission to the Board of Directors of the ONGC which is the Highest Governing Body in the Company. Action will be taken, as per the decision of the Board of Directors.*

*After hearing both the parties, the Commission observed that matter is purposely delayed by the ONGC therefore Commission has decided that further sitting will be fixed with the Chairman, ONGC in the matter and the presence of the Chairman, ONGC is mandatory. Issue notice / summons accordingly".*

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Nand Kumar Sai  
Chairperson  
National Commission for Scheduled Tribes  
Govt. of India  
New Delhi

(2) In response to the recommendations of the sitting held on 08/03/2018, the ONGC vide letter dated 11/06/2018 has informed that:

*“Board further noted that two other charged Officer, who were TC Members along-with Shri Meena had also been imposed the same penalty. Therefore, considering that no new facts pertaining to the case had come to the fore and based on the merit of the case, the Board decided to maintain status quo in this case. The status of the case as above is as per summary of the decision taken in the Board Meeting, as final minutes are yet to be issued.*

(3) Accordingly, a sitting was convened on 27/08/2018 under the chairmanship of Shri H. C. Vasava, Hon’ble Member, NCST to discuss the matter with the ONGC.

*“In the sitting representative of ONGC has reiterated the decision of Board of Directors Meeting and informed that ONGC is unable to take any action against the decision of the Board. In the sitting, Hon’ble Member decided that further course of action in the matter will be decided in the consultation with the Hon’ble Chairperson, NCST, after receipt of the final minutes of the Meeting of Board of Directors (the final minutes of sitting has not been issued so far).*

The representatives of ONGC again reiterated that the ONGC is unable to take action against the decision of Board of Directors. The background and action taken by ONGC was also informed.

The petitioner alleged that inquiry Officer had not considered the argument given by him. As per advise of NCST, the petitioner appeared before the CMD and submitted an appeal. The CMD heard the case and decision of CMD thereon had not been communicated by ONGC to him. It was also informed that he has been transferred to Tripura to Jodhpur. He again requested to Commission for Justice by giving promotion.

After discussions, the Commission recommended that the ONGC should provide the following documents to NCST within a month. After that a sitting of Chairperson, NCST with CMD, ONGC will be fixed for deciding further course of action.


- (i) Copy of order or relevant portion of note of CMD, ONGC in respect of decision taken by him on the appeal of Shri R. L. Meena.
- (ii) Report of the inquiry Officer, who examined the charges levelled against Shri R. L. Meena

**(d) Case file No. SJ/1/2018/MPNG1/SETRAN/RU-I**

Representation dated 21/03/2018 of Shri Shakti Jamatia, Senior HR (Executive), (ONGC) Tripura Asset, Agartala forwarded by Shri Ram Pada Jamatia, MLA, Tripura regarding cancellation of transfer order.

**Status:** The NCST vide letter dated 04/06/2018 had forwarded the representation to ONGC for comments and facts.

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Chairperson  
National Commission for Scheduled Tribes  
Govt. of India  
New Delhi



The ONGC vide letter No. 3(10)/NC/2018-SCT dated 06/07/2018 had informed that the transfer of Shri Jamatia has been deferred up to 30/11/2018. NCST vide letter dated 24/08/2018 had forwarded copy of the communication dated 06/07/2018 of ONGC to Shri S. Jamatia for information and satisfaction.

In the meeting dated 05/09/2018, the representative of ONGC informed that the earlier transferred order of Shri Jamatia had also been deferred by the ONGC on the medical ground. The transfer order had also been deferred upto 30/11/2018 on the medical ground.

After discussion, it was decided that at present no action is required in the case on behalf of NCST.

**(e) Case file No. RN/2/2018/MPNG1/SETRAN/RU-I**

Representation dated 26/05/2018 of Shri Rabindar Nunavath, Deputy Superintendent Engineer, ONGC, Agartala request for not to transfer.

**Status:** The NCST vide letter dated 04/06/2018 had referred the matter to ONGC for facts and comments.

The ONGC vide letter No. DDN/HRD/HRP(P)/AT-18/NCST/2018 dated 26/06/2018 has furnished the facts and comments in the matter. The NCST vide letter dated 04/07/2018 has forwarded the comments and facts received from ONGC to Shri Nunavath for information and satisfaction. Response awaited.

In the meeting dated 05/09/2018, representatives of ONGC informed that Shri Nunavath has been transferred from Agartala to Rajahmundry in his native place.

After discussion, it was decided that no action required in the case on behalf of NCST. The matter may be closed.

**2. Proposal of Delhi University for building hostels for STs girls.**


The issue was discussed in a meeting held on 17/04/2018 under the chairmanship of Secretary, NCST with the Officers of ONGC and Registrar, University of Delhi. Minutes of the Meeting was forwarded to CMD, ONGC, New Delhi and Registrar, Delhi University, Delhi with request to furnish the action taken report in the matter to NCST within a month, vide NCST's letter No. TKD/5/2018/MHRD2/DEOTH/RU-III dated 27/04/2018 (copy at Annexure B).

The representatives of ONGC informed that they are not aware about the copy of minutes of the meeting held on 17/04/2018 under the chairmanship of Secretary, NCST and also the proposal for Building Hostel for ST students girls of Delhi University.

NCST informed the representatives of ONGC that the Registrar, Delhi University vide letter No. UE/NCST/2018/R-4117 dated 17/04/2018 had requested the CMD, ONGC for providing financial assistance (copy at Annexure C).

The representatives of ONGC assured that they will placed the matter before the Competent Authority.


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Chairperson  
National Commission for Scheduled Tribes  
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New Delhi

It was decided that ONGC would remind Registrar, Delhi University and the Commission recommended that action taken / to be taken on the proposal for building hostels for ST students of Delhi University from Registrar, Delhi University by ONGC should be intimated NCST at the earliest.

3. Other issues:

The Hon'ble Vice-Chairperson, NCST asked the representative of ONGC regarding status of financial assistance to provide to Villages of Tamia block of District – Chhindwara, (Madhya Pradesh). The representatives of ONGC assured that they will inquire the matter in the ONGC and accordingly inform the position to Hon'ble Vice-Chairperson, NCST at an early date.

  
03.10.18  
Nand Kumar Sai  
Chairperson  
National Commission for Scheduled Tribes  
Govt. of India  
New Delhi

(F. No. Meeting/04/ONGC/2018/RU-I)

**Sub:** To discuss the cases of the Scheduled Tribes employees of ONGC dealt in NCST and use of CSR Fund of ONGC for benefits of STs.

Date of meeting: 05/09/2018 at 12:00 Noon

**List of participants**

Sr. No.	Name and Designation
<b>I</b>	<b><u>National Commission for Scheduled Tribes</u></b>
1.	Shri Nand Kumar Sai, Hon'ble Chairperson (In chair)
2.	Ms. Anusuiya Uikey, Hon'ble Vice-Chairperson
3.	Shri H. K. Damor, Hon'ble Member
4.	Shri H. C. Vasava, Hon'ble Member
5.	Smt. M. C. Ivrate, Hon'ble Member
6.	Shri Raghav Chandra, Secretary
7.	Shri Sisir Kumar Ratho, Joint Secretary
8.	Shri P. T. Jameskutty, Deputy Secretary
10.	Shri Rajeshwar Kumar, Assistant Director
11.	Shri R. S. Misra, Senior Investigator
<b>II</b>	<b><u>Oil and Natural Gas Corporation Ltd.</u></b>
1.	Shri Sanjiv Sehgal,
2.	Shri V. K. Verma,
3.	Shri Alok Misra, OSD
4.	Shri Dinesh Kumar Singh, DGM (MM) - CSR
5.	Shri A. K. Sahoo, Chief Manager (HR)
6.	Shri H. Bhatt, Chief Manager (HR)



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GOVERNMENT OF INDIA

NATIONAL COMMISSION FOR SCHEDULED TRIBES

File No. TKD/5/2018/MHRDz/DEOTH/RU-III

6<sup>th</sup> floor, B Wing Loknayak Bhawan,  
Khan Market,  
New Delhi-110003  
Dated: 27-04-2018

To,

1. The Chairman-cum Managing Director,  
Oil & Natural Gas Commission(ONGC),  
Pandit Deendayal Upadhyaya Urja Bhavan,  
5 -Nelson Mandela Marg,  
Vasant Kunj-110070
2. Registrar,  
Delhi University,  
Delhi-110007


Sub Construction of Hostel Building for ST students at Dakha (North Campus),  
University of Delhi under CSR.

Sir,

I am directed to enclose herewith a copy of Proceeding of the Sitting taken by  
Shri Raghav Chandra, Secretary, NCST on 17.04.2018 for information and urgent  
necessary action.

It is requested that action taken report in this regard may be submitted to this  
Commission within months' time.

Yours faithfully,

  
(R. K. Dubey)

Assistant Director

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SAS. M.C. NCST uploaded on the web site.

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NATIONAL COMMISSION FOR SCHEDULED TRIBES

File No. TKD/5/2018/MHRD2/DEOTH/RU-III

Minutes of the meeting held by Secretary, National Commission for Scheduled Tribes with Registrar, University of Delhi and General Manager (HR), ONGC on 17.04.2018 at 11.00 a.m. regarding Construction of Hostel for ST students in University of Delhi.

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List of Participant is attached:

During the review meeting of University of Delhi held on 21.03.2018, Scheduled Tribe students pursuing different courses had informed the Commission that most of them are from outside Delhi and they are facing an acute problem in studying in Delhi due to severe accommodation shortage in Delhi University and are compelled to stay outside as paying guest on rent and thereby incurring heavy expenditure and inconvenience.

2. It was decided in the meeting that if University of Delhi provide space for construction of hostel building for ST students, Commission will take up the matter with one of the CPSUs for providing financial assistance through their CSR funds for construction of hostels building. In this regard, a letter was received in the Commission from Registrar of University of Delhi informing that they have identified a piece of land for the construction of hostel in Dakha (North Campus). It was in this background that the Commission fixed this meeting with Director(HR), ONGC Ltd. to discuss the issue further.

3. Secretary, NCST said that the Commission has noted that ONGC is spending its funds under CSR for providing amenities for weaker sections of the society. If ONGC spends from its CSR funds for construction of hostel for ST students, it will be a very good initiative to support them in their higher studies. He urged ONGC to take further steps for construction of the proposed hostel for ST students, as proposed by University of Delhi, in partnership with Delhi University.

- 4. The Registrar, University of Delhi informed that the proposed hostel will have approximately 200 rooms with 400 seats and the estimated cost of the project as per CPWD norms shall be Rs.23:52 Crores. This project will help tribal student in building their bright future.
- 5. General Manager (HR) and Head of CSR, ONGC opined that this is a very good proposal and assured that ONGC will try to support the project. He advised University of Delhi to submit complete layout plan for the hostel building to CMD, ONGC as well as a copy to Secretary, NCST for their approval. Any project worth Rs.1 crore and above will have to be placed before the Board of Directors of ONGC for approval.
- 6. Secretary, NCST advised Registrar, University of Delhi to prepare layout plan alongwith full expenditure details and submit to CMD, ONGC immediately, so that they can place the proposal of the project before the Board of Directors. University of Delhi will ensure that the building is energy efficient, that the rooms of the hostel are spacious and there is also provision for Wi-Fi, indoor games and common room /sitting space on each floor.
- 7. Registrar, University of Delhi and General Manager (HR) ONGC, agreed to the above advice and assured to take further action as per the above discussion in the meeting.

The Meeting ended with vote of thanks.

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File No. TKD/5/2018/MHRD2/DEOTH/RU-III

Minutes of the meeting held by Secretary, National Commission for Scheduled Tribes with Registrar, University of Delhi and General Manager (HR), ONGC on 17.04.2018 at 11.00 a.m. regarding Construction of Hostel for ST students in University of Delhi.

Attendance of participants in the Meeting held on 17.04.2018 at 11:00 a.m. in the NCST Hqrs. New Delhi.

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**National Commission for Scheduled Tribes**

1. Shri. Raghav Chandra, Secretary
2. Shri. Sisir Kumar Ratho, Joint Secretary
3. Shri D.C. Katoch, Consultant

**University of Delhi**

1. Prof. Tarun Das, Registrar
2. Shri Anupam Srivastava, Engineer

**Oil & Natural Gas Commission(ONGC)**

1. Shri M.S. Tonk, General Manager (HR) & Head of CSR.