

Tour report of the visit of the National Commission for Scheduled Tribes (NCST) to the UT of Lakshadweep and Kerala from 25.09.2013-28.09.2013 to review the implementation of developmental programmes, reservation policy and SCs and STs (PoA) Act, 1989 in respect of STs.

During the visit from **25.09.2013 to 28.09.2013** Dr. Rameshwar Oraon, Hon'ble Chairperson of NCST was accompanied by Shri B.L. Meena, Hon'ble Member, Shri Aditya Mishra, Joint Secretary, Smt. K.D. Bhansor, Deputy Director and Shri T.D. Kukreja, Private Secretary to Hon'ble Chairperson .

The Commission held the meeting with Tribal Delegates at Kavaratti on 25.09.2013 and with Administrator along with other Senior Officers in Kavaratti and reviewed the monitoring of the implementation the service safeguards and developmental programmes run for Scheduled Tribes.

1) REVIEW WITH ADMINISTRATION OF UT OF LAKSHADWEEP ON 25.09.2013.

A presentation was given by the Administrator U.T. of Lakshadweep, which interalia included following:-

1.1) PROFILE :

- Population density of 2,013 inhabitants per square kilometer. Its population growth rate over the decade 2001-2011 was 6.23%.
- Sex ratio of 946 females for every 1000 males, and a literacy rate of 92.28%.
- Religions percentages (i) Islam 93%, Hinduism 4% and other 3%.
- Languages of Lakshadweep is Malayalam 85% and others 15%.
- Educational Statistics 2011-12 (a) Gross Enrolment Ratio Class I to VII (6 to 12 years) – 99.01% (b) Drop out Ratio (Class I to VII) 0.00% (c) Pupil

Teacher Ratio – 18%. Literacy Rate (2011) - Total – 92.28%, Male 96.5% and Female rate is 88.25%.

- Enrollment details for the year 2013-14 Nursery Schools Boys as 432, Girls for 445 total 877, Primary Schools – Boys for 2752, Girls for 2676 total 5428, UP Schools Boys -1865, Girls 2097 total 3962, Secondary Schools Boys for 1179, Girls for 1208 total 2387 and Senior Secondary Schools Boys for 1001, Girls for 925 total 1926.

1.2) PROGRAMMES RUN FOR THE CHILD DEVELOPMENT / WELFARE :

- Implementation of Mid Day Meal Programme
- Allotment of seats for Higher Education
- Scholarship to students
- Creation of Infrastructure in schools
- Providing Uniform to schools going children
- Conduct of Education Tour
- Conduct of UT level Kalolsavam
- Conduct of Sasthraoalsavam
- School level/UT level sports and game.

1.3) SEATS RESERVATIONS IN EDUCATIONAL INSTITUTIONS

- MBBS-12, BDS-2, BAMS-3, BHMS-2, BVSc-2, B.Sc Agriculture-3, Degree Engineering-60, Diploma Engineering-50.
- Govt. and Universities in Directorate of Technical Education, Govt. of Kerala (Para Medical) – Diploma – 10, Degree -1, PG-1, other-20, Kerala University – Diploma -0, Degree-751, PG-174, other-0, M.G. University- Diploma-0, Degree-173, PG-248, other-0, Calicut University – Diploma-0, Degree-428, PG-231, other-0, Kannur University- Diploma-0, Degree-399,

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PG-47, other-0 and University of Puduchery – Diploma -0, Degree-0, PG-2, other-0.

- LLB-2, PG(Ayurveda)-1, PG(Agriculture)-1, B.Sc Fisheries Science-7, and CIFNET Courses-12.

1.4) EDUCATIONAL FACILITIES :

i) Schools- Facilitates :

- Free text book, free writing materials, free uniform and retention scholarship per month from VIII to X standard Rs. 150.00, from XI to XII standard – Rs. 375.00.

ii) Merit Scholarship School students

- For class VI-VII students , marks secured 60% and above Rs. 400.00, marks secured 75% and above Rs. 500.00,
- For class IX-X students , marks secured 60% and above Rs. 500.00, 75% and above Rs. 650.00,
- For class XI-XII students , marks secured 60% and above Rs. 750.00 and for marks secured 75% and above Rs. 1000.00.

iii) Facilitates for College / Institutions students

- Full reimbursement of hostel expenses on the basis of the bills presented by the hostel authorities.
- Students pursuing study by staying outside the hostel in mainland/island on their arrangement. The year wise scholarship allocation and expenditure during the year 2013-14 allocation is 800 lakhs and expenditure 800 lakhs (anticipated).

The Hon'ble Chairperson desired to know about the level of quality of education in the All India Competition. It was informed by the Administration that lot of steps are needed to impart quality of the education. The Hon'ble Chairperson emphasized that Administration should take early action so as

ensure students get the benefit of educational facilities provided under the constitutional mechanism .

1.5) **Health facilities - available :**

- 3 Community Health Centers, 4 Primary Health Centers, 3 Hospitals, 2 First Aid Centers 14 Sub Centers, Ayush care in all islands and in order to provide specialty care 'Rajiv Gandhi Specialty Hospital' under PPP in Agatti.
- In emergency the patients are evacuated to main land for treatment under specialized case.

The Commission advised that at mainland few beds need to be reserved in the referral hospitals for the patients of Island for providing immediate emergency admission in the hospital so that patients need not wait for beds etc.. The Commission also advised that specialist doctors may also be positioned for treatment of patients of Island.

1.6) **PDS Facilitates**

100% population is covered by PDS, and the essential Commodities Rice, Sugar, Kerosene supplied, elected bodies manage the Apex body LCMF, Societies, 38 Fair Price Shops, FCI Godown in Andrott started recently, regular LPG supply due to new vessel the Administrative Store monsoon stock before the onset of rainy season, adequate storage space available in the islands.

1.7) **Women & Child Development Schemes – ICDS, SABLA, IGMSY and Integrated Women Empowerment.**

- Rajiv Gandhi Scheme for Empowerment of Adolescent Girls (RGSEAG) – SABLA was launched during 2010 by the Ministry of Women & Child Development.

- The scheme SABLA aims to empowering Adolescent girls of 11-18 years by improving their health and nutritional status, up gradation of home skills and vocational skills. The scheme also aim to mainstream out of school girls to formal and non formal education.
- The scheme Indira Gandhi Matitva Sahayog Yojana (IGMSY) is to improve the health and nutritional status of pregnant and lactating women by providing cash directly as Conditional Monitory Benefit to pregnant and lactating mothers as part of compensation for wage loss during pregnancy and lactating period. Total beneficiaries are 2002 as per baseline survey.

1.8) Social Sector Benefits: -

- Pension to old age, destitute, widows, abandoned ladies, & disabled persons
- Supply of Artificial Limbs/Wheel Chair etc.
- GIA for Hajj Pilgrimage 313
- Day care centre for disabled children
- Rehabilitation centre for disabled.

2. Major economic activities :

2.1 Fishing – Lakshadweep is the only coral atolls of the country. With a vast lagoon of 4,200 sq.km it has territorial waters of 20,000 sq.km, Exclusive Economic Zone (EEZ) of 4,00,000 Lakhs sq.km and coastal line of about 132 km. The estimation of about one lack tones of tuna and tuna like fishes and about an equal quantity of shark in the sea around Lakshadweep. Fishing is the main livelihood of the islanders. Freshly caught tuna is processed by drying it in the sun after cooking and smoking. The resultant product, known as 'mas', are popular products exported from these islands to southeast Asian Countries. Eleven workshops in islands and two boat

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building yards cater to the needs of fishermen. There are 375 boats in operation in Lakshadweep.

2.2.) Availability of shipping facilities : At present 25 vessels are operated by LDCL - Passenger Ships -7, High Speed Vessels - 10, Cargo Barges- 6 (including LPG carrier), Bollard Pull Tugs- 2.

The Commission noted that the islanders are completely dependent on fishing business for their livelihood. To cater their needs more ships should be introduced.

2.3) Tourism : Lakshadweep being a small region it cannot support industries, the government is actively promoting tourism as a means of income in Bangaram and Kadmat islands. Bangaram is projected a major destination for international tourism. Water sports activities such a scuba diving, wind surfing snorkeling, surfing, canoeing, water skilling, yachting and night-voyages into the sea are quite popular activities among tourists. Tourists flock to these islands throughout the year except during the South-west monsoon months when seas are extremely rough.

3) Water Supply Arrangements : Lakshadweep Administration informed the Commission that they also plans to set up desalination plants with a capacity of 10 million liters/per day on all islands and coastal areas to meet the water recruitment of habitants of Island .

4) Cases under SC/ST ACT (POA) 1989 in Lakshadweep : Commission was informed that there is no case of atrocity registered under the SCs and STs (POA) 1989.

5. Lakshadweep Development Corporation Ltd(LDCL) : Number of tribals met the Commission and informed that LDCL who is having mandate to undertake activities of Coconut and fisheries whereas LDCL was handling / focusing on the shipping activities.

Commission decided that a brief on the mandate of LDCL and Shipping activities being undertaken by the LDCL may be called by the Commission . And also details w.r.t. to the following may also be called from LDCL

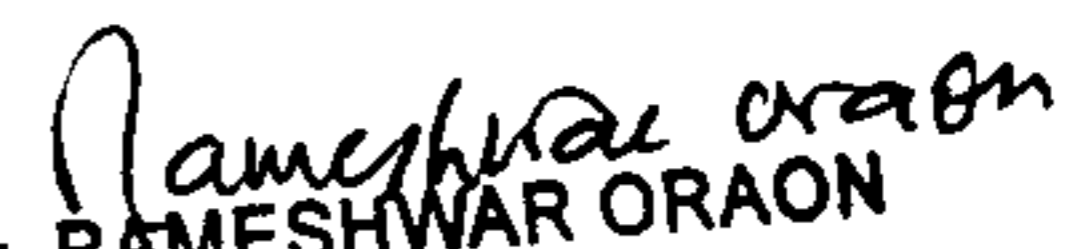
- i) Details of last 05 years in respect of units operated by LDCL (Coconut plants, fisheries plants ice brick plants) Capacity ,actual production/sales/profit, arrangements of Market tie up, subsidized transportation , price charged by LDCL profit sharing on account of value addition including information about steps taken by LDCL in providing better remunerative prices to farmers/ fishermen may be provided by the LDLC.
- ii) **Ice Plant:** Issue of inadequacy of availability Ice plant was also raised by the local tribals during the interaction. Officials of fishers department informed that a new Ice Plant which was approved about two year back was being set up. Details on the same are needed as Village Sarpanch and other members of Panchayat discussed the issue of inadequacy of Ice Plant in the area of Aggati.

6. Meeting with Tribal delegates/ Tribals at Kavarathi: List of petitions submitted by 32 tribals is attached . Commission assured them action on the same would be taken in accordance with the rules.

7. REVIEW MEETING WITH COLLECTOR AND OFFICERS OF THE DISTRICT ERNAKULUM ON 27.09.2013.

7.1) Brief profile of the Ernakulum District :

- The District Ernakulum, has total population 32,82,388 and the total ST population is 8936.
- The total number of agricultural farmers of ST reported is 431 (5.39%).


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- The ST percentage of children attending middle school level is 85.13%, percentage of dropouts at middle school level is 6.12% and percentage of dropouts at High school level is 2%. There are 2 boys ST hostels and 2 girls ST hostels the strength of ST hostels are boys – 149 and girls – 132.

7.2) Education facilities : The total number of pre-matriculation scholarship in 2008-09 are 2057 and amount disbursed is 2244390, in 2009-10 are 2191 and amount disbursed is 2039779, in 2010-11 are 2240 and amount disbursed is 2557997, in 2011-12 are 2182 and amount disbursed is 1500000, in 2012-13 are 2146 and amount disbursed is 4899960. The sanctioned (no. of students) of Post-matriculation scholarship in 2008-09 was 707 and amount disbursed was 11999636, in 2009-10 was 682 and amount disbursed was 9049944, in 2010-11 was 671 and amount disbursed was 5249930 + 3854040 (e-grantz), in 2011-12 was 696 and amount disbursed was 12958541, in 2012-13 was 847 and amount disbursed was 14723188. The Pre metric level education concessions are disbursed through schools on the first fortnight of June every year and Post Matric Scholarships, Government have initiated an online software called 'E-grantz' in consultation with C-Dit from 2010-2011 and amount disbursed to the bank accounts of the students.

7.3) The details of types of schemes implemented SC/ST financial corporation

- Beneficiary Oriented Scheme
- Education loan
- Foreign Employment loan
- Marriage loan
- Professional Service Scheme
- Computer loan
- Auto Rikshaw – TS 40
- Agriculture Land purchase loan -10-11
- Mini Venture PH-6

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- Agriculture land purchase loan 12-13
- Micro Credit Finance Scheme
- Mahila Samridhi Yojana
- Agriculture land purchase loan – 14
- Agriculture land purchase loan – 08-09

7.4) The collector was requested to give separate details of pattas awarded to STs and 73 house site pattas reported ready for distribution through Tribal Rehabilitation and Development Mission and their allotment.

7.5) **Electrification:** In the district out of 61 colonies 43 colonies are electrified and among them 26 colonies have street lights. There are 18 un-electrified colonies. Electrification of Vellaramkuthu colony having 150 families is in progress, at an estimate cost of 45 lakhs. A proposal has been submitted before Forest Department to rehabilitate 218 families from 8 colonies out of 26 colonies which includes electrification.

7.6) **Drinking Water :** Taking notice of the drinking water requirement, the Commission advised the District Authorities to take immediate step for providing drinking water to the 95 families mentioned in the meeting and also take steps to complete to construct of 9 OD Wells in Vengoor Panchayath out of sanctioned amount of 1.80 crores for implementation of Drinking Water Scheme.

7.7) **Health facilities :** The villages in the district particularly in tribal habitations have been covered by Primary Health Centres connecting with sub-centres. But in Kuttampuzha Panchayat, the facilities are not adequate since more than 1300 tribal families residing in remote areas of the Panchayath. The Commission advised to take immediate steps to give priority in remote areas.

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7.8) Schemes are implemented through the Collector, Ernakulam District during 2012-13 under State Plan (TSP) and Special Central Assistance (SCA):


- Thalavechapara – Rubber Cultivation
- Thalavechapara – Cocoa Cultivation
- Kunjippara – Cocoa Cultivation
- Goat Rearing Unit
- Milch Cow Rearing Project
- Poultry Hatchery Project
- Banana Cultivation
- Tailing Unit
- Financial assistance for purchasing microphone for a blind singer
- Monitoring charges

7.9) Corpus Fund – Schemes for 2012-13

- Thalavechapara Colony – construction of community hall
- Kunippara Colony – construction of Valayamapura
- Kunjippara Colony – construction of Road
- Sahayi Center formation in tribal areas
- Housing grant to unwed mothers

7.10) District Collector made the following suggestions :-

- For SCs/STs, a model Residential school may be started for higher secondary level.
- Post Metric Hostel is necessary in the district head quarters.
- PHC functioning at Kuttampuzha Panchayath may be upgraded with the facility of 100 beds since 1300 tribal families are residing in the remote areas of the Panchayath.


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- More funds may be allotted to the district for infrastructure development and agriculture improvement schemes including traditional crop cultivation.

7.11) Allotment of Forest Land Pattas to Scheduled Tribes for regularization of forest encroachment (No. of claimants area involved in Ha.) - Nil .

7.12) Minor Forest Produces – access Scheduled Tribes.

Minor Forest Produces (M FP) is lifeline to Tribal live in the forests as they depend on MFP for their domestic consumption, stable source of income and employment generation. Vana Samrakshana Samithi (VSS) under Forest department is collecting and marketing Minor Forest Produce and Agriculture Produces from Tribals. Procurement of MFP is core activity of VSS. In some areas VSS is reluctant to collect certain forest produces. The issue has been discussed with forest officials.

7.13) Implementation of orders on Reservation in jobs

Commission desired to know whether rules of Reservation in Government posts in the district including Police, RTC, Educational Institutions including Government aided Institutions, Municipality etc. is maintained and also whether reservation Rosters are maintained by these Institutions and whether any backlog vacancies are identified and filled up during the past 5 years are not available.

7.14) Functioning of SHGs / Cooperative Societies

In 34 colonies 75 SHGs are functioning. Out of this 24 SHGs are consisting only tribal women. There are two co-operative societies collecting Minor Forest Produces from tribals affiliated to SC/ST Federation. Federation is not sanctioning fund since 2010, so the societies are inactive.

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7.15) **Progress implementation of MGNREGA**

Commission desired to know the implementation of MNREGA . Following was informed :-

- During the year 2009-10 the number of Card Holders were 1615, and mandays generated is 11110,
- In the year 2010-11 the number of Card Holders are 1647, and mandays generated is 20768,
- In the year 2011-12 the number of Card Holders are 766, and mandays generated is 28797,
- In the year 2012-13 the number of Card Holders are 1055, and mandays generated is 41985, and the year 2013-14 the number of Card Holders are 1123, and mandays generated is 7434.

8. **MEETING WITH COCHIN PORT TRUST ON 27.09.2013**

Commission sought the Action taken report on the Review taken by it earlier .

The CMD, Cochin Port Trust informed the following :-

1. Members belonging to ST communities are nominated Staff Selection Committees and Department Promotion Committees, to ensure compliance of Govt. guidelines. The statistics on compliance of Government policy on reservation are presented for scrutiny to the Port Trust Board every quarter and Board minutes sent to Government.
2. Quarterly meetings are held by the Chairman with the representatives of SC/ST Federation in the presence of HODs and Liaison Officer
3. H.R.D./Training programmes on various subjects are conducted by the Port for the benefit of all categories of employees periodically.

4. 10% of Type I, Type II and 5% of Type IV and Type V quarters are reserved for allotment to the SC/ST employees ,in the order of their seniority.
5. Cochin Port Trust has implemented SAP based ERP, and the HR functions and activities
6. Computer based Roster management system are planned to be implemented through M/s TCS. A tailor-made solution is not available at present with SAP, M/s. TCS and SAP are working on the same for designing suitable software/solution which is expected to be completed by during the current year. Considering undue delay from SAP in implementing the roster points system, Chairman, CPT has requested the Ministry of Communications & IT to take up the matter with SAP for an early solution. Strength of ST employees in category of posts Class I (A) the total number of employees are 123 , number of STs are 6 and percentage of STs are 4.88, in Class II (B) the total number of employees are 135 , number of STs are 8 and percentage of STs are 5.93, in Class III (C) the total number of employees are 1917 , number of STs are 72 and percentage of STs are 3.76, in Class IV (D) the total number of employees are 505 , number of STs are 6 and percentage of STs are 1.19, in "D" Sweepers the total number of employees are 15 , number of STs are 2 and percentage of STs are 13.33.
7. Maintenance of the roaster from 02.07.1997 as per the guidelines issued by the Govt. before computerizing the roaster and to monitor and fill percentage as required by the Ministry.
8. In Cochin Port Trust, the Direct Recruitment vacancies, if any, with the approval of the Ministry, were filled following the Reservation Roster and hence there are no backlog vacancies in technical posts reserved for ST, except the posts of Marine Officers, which are repeatedly advertised to fill up.

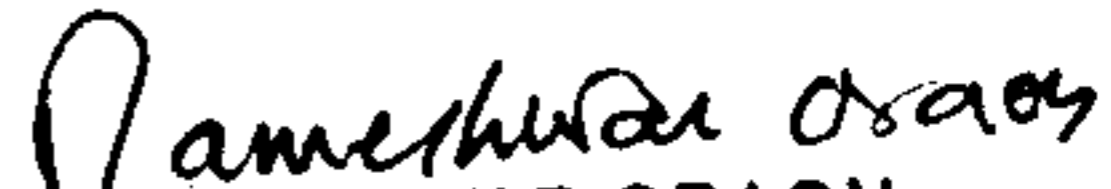
In the case of promotion, there are no eligible ST candidates in the feeder category to fill up the backlog vacancies.

9. Regarding diminishing percentage of ST employees in Cochin Port Trust that the non-availability of ST candidates in the feeder category forbids the maintenance of 7.5% in the promotion posts. The availability of candidates in the feeder category may become possible only at the time of lifting of all the restrictions on direct recruitment to all categories by the G.O.I. Hence the diminishing trend in the overall percentage of ST employees is due to the overall ban on Direct Recruitment.
10. 3 cases were reported for denying promotion to ST employees. They were given ACP, rectification and recast of rosters were done. They further informed that regarding maintaining the roster from filling up the post through contract basis for compassionate appointment. The total number of employees are 284 in the list as on date.
11. Filling up the post of Stenographer was done as per procedure. It is reported that reservation is strictly followed in all direct recruitments.

The Commission noted that while Cochin Port Trust implementing the reservation policy in the light of instructions issued from time to time. However, they were advised while implementing the rule of reservation and maintenance of roster own merit concept should also be adhered to.

9. MEETING WITH CMD, COCHIN SHIPYARD OFFICERS AND STAFF ON 27.09.2013.

With reference to the action taken on the issues emerged during review taken earlier by the Commission was placed as under .


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	<u>Points</u>	<u>Action taken reported by Cochin Shipyard</u>																														
1.	<p>The Commission pointed out that the level of representation of STs in Group 'A' and Group 'B' was only 0.70% and 4.09% respectively which was considerably lower than the stipulated target of 7.5%. On a suggestion from the Commission, CMD, CSYL assured that rationalization/grouping of various trades and induction/appointment of ST candidates against the reserved post for STs, where eligible candidates were not available in the feeder grade, would be considered to improve the present level of representation of STs in these categories.</p>	<p>The present status of representation of STs in various groups are as under:</p> <table border="1" data-bbox="719 391 1500 993"> <thead> <tr> <th>Category</th> <th>Total</th> <th>No. of STs</th> <th>%</th> <th>Required %</th> </tr> </thead> <tbody> <tr> <td>Group A</td> <td>231</td> <td>8</td> <td>3.5</td> <td>7.5</td> </tr> <tr> <td>Group B</td> <td>103</td> <td>4</td> <td>4</td> <td>7.5</td> </tr> <tr> <td>Group C</td> <td>1060</td> <td>22</td> <td>2</td> <td>1</td> </tr> <tr> <td>Group D</td> <td>429</td> <td>4</td> <td>1</td> <td>1</td> </tr> <tr> <td>Total</td> <td>1823</td> <td>38</td> <td></td> <td></td> </tr> </tbody> </table> <p>Apart from the above out of 19 Executive Trainees inducted in 2012, two posts were reserved for ST and both were filled up. These trainees after successful completion of one year training will be absorbed in the regular cadre of the company. Further as part of efforts to fill vacant backlog posts reserved for ST a special drive has been launched in the Aug 2013 to fill up one backlog post of Assistant Manager (Mechanical) and as a very special case in order to attract talent the percentage of marks stipulated has been further relaxed. Therefore by end 2013 with the absorption of two Executive trainees in the regular cadre and filling up of the one backlog post the percentage of STs in Group B would be 7%. Normally posts in Group A are filled up by way of promotion from Group B. Progressively representation of STs in Group A can also be improved in the coming years.</p> <p>Rationalization of trades was done like creation of posts in the composite trade of Welder Cum Fitter and notified for exploring the possibility of filling up of posts. Details of direct recruitment and promotions in different cadres made during the</p>	Category	Total	No. of STs	%	Required %	Group A	231	8	3.5	7.5	Group B	103	4	4	7.5	Group C	1060	22	2	1	Group D	429	4	1	1	Total	1823	38		
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years 2009 to 2013 are at Annexure-1. It may please be noted that the percentage of reservation for STs in Group C & D is 1% only and in promotion 7.5% of reservation to be provided. This anomalous situation is the major cause for reduced representation of STs in Group A & B.

2. CMD,CSYL also confirmed that an appropriate HRD plan in respect of ST employees would be formulated urgently, to enable them meet the requirements against the vacancies likely to arise in the near future.

Employees in the feeder cadres were encouraged to appear for written tests for selection to Supervisory and Executive level posts in Group C & B respectively so as to achieve improvement in representation of STs in these cadre. Selection to Supervisory posts in held twice in a year and to executive vacancies once in a year. During the last three years ST employees in the zone of consideration have been nominated to attend special training programmes and given counseling to encourage them to appear for selection. List of training programmes and number of ST employees who attended the programmes is at Annexure-II. However posts reserved for ST in promotion continues to remain vacant for want of eligible candidates in the feeder cadres.

3. Regarding improvement in the representation of STs in induction of the apprentices, it was assured by the CYSL, that wide publicity in newspapers which would also cover all tribal areas would be given . On a suggestion


In departure to the earlier practice of getting sponsored candidates form the Govt. Related Instruction Centres (ITIs) wide publicity is now given for the induction of ITI apprentices by publication of advertisements in News Papers, Employment News and on shipyard website.

Details of Apprentices engages are as under:

Year	No. of Apprentices engaged	No. of STs
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<p>from the Commission, it was also confirmed that the information about induction of apprentices would also be communicated to the representatives of the Federation and also made available on-line system within the organization.</p>	2009	245	3
	2010	299	2
	2011	389	3
	2012	265	2
	<p>Information is also now being given to SC/ST Federation representatives regarding all selections including that of Apprentices.</p> <p>Further an office bearer of SC/ST Federation was granted time off to visit Wayanad District during Aug/Sep 2013 to collect data regarding the number of ITI/Diploma or Degree in Engineering passed students. Applications from twelve ITI holders and one Graduate Engineer has been collected and being processed for induction as trainees under the Apprentices Act.</p> <p>All vacancy circulars are published on internet for information of all employees with a view to create a talent pool to meet the reservation as and when vacancies are notified.</p>		
4.	<p>Regarding further relaxation in the eligibility criteria, for promotion in line with the relaxation available to the STs in direct recruitment, it was informed by the CYSL</p>	<p>In career promotions applicable in all categories relaxation in suitability standards are extended to employees belonging to ST community. Against 65% prescribed to open candidates, 60% is prescribed for ST candidates. To attract talent and for filling up of reserved posts for ST, relaxation in eligibility period by two years is also considered. However, posts reserved for ST to be filled up by way of promotion continues to remain vacant for want of eligible candidates in the feeder cadre.</p>	


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<p>that against direct recruitment, the selection was based on the basis of a written test and an interview which was different from the criteria/standard being followed for promotion. Hence it is not advisable to adopt the relaxation available to STs against the direct recruitment in respect of promotion. However, an effective HRD programme in respect of STs, as already assured by the CYSL, would improve the avenues for promotion of ST employees.</p>	
<p>5. On a suggestion from the Commission, CYSL assured that urgent action would be taken for computerization of the rosters and further future vacancy circulars would be made known on-line to the</p>	<p>A computerized reservation roster is being implemented as part of implementation of SAP-ERP and development work is in progress. All vacancy notifications are advertised in the Shipyard website and Internet for information of all employees.</p>

	employees.	
6.	The Commission noted that during the last 5 years, there was no interchange of posts reserved for STs. Further, no post was de-reserved during the last 3 years.	No interchange of posts reserved for STs. No posts reserved for STs were dereserved.
7.	The Commission also noted that considerable manpower (1938) was being engaged against various projects and reservation for STs was not being provided against the contracts for outsourcing in the absence of any instructions to provide reservation in such cases.	Hon'ble Commission's observation noted. Government has not issued any specific directives in this regard.


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List of Petitions/representation received in Lakshadweep tour

Sl. No.	Name	Address	Subject
01.	D. Karthikeyan	Director, Social Welfare & Tribal Affairs, Kavaratti Island, Lakshadweep	Visit of Chairperson and members of the team of NCST
02.	A. Hamza	Director of Education, Kavaratti, Lakshadweep	Creation of posts of PGTs and principals to newly upgraded schools of Lakshadweep
03.	A. Hamza	Director of Education, Kavaratti, Lakshadweep	Creation of posts of PGTs and principals to newly upgraded schools of Lakshadweep
04.	K.P. Thangakoya	Overseer, Lakshadweep Govt. Press, Kavaratti	Request for amending recruitment rule of the manager, Lakshadweep Govt. Press in favour of feeder posts-reg.
05.	General Secretary	Lakshadweep Govt. Employees Union, Kavaratti Island	Regarding officers denied promotion to Group "A" posts for being ST etc.
06.	M.K. Cheriakoya	Deputy Collector , Kavaratti	Notice under section 20 of land revenue & tenancy regulation 1965 & rule 23 of land revenue & tenancy rules 1968
07.	M.K. Cheriakoya	Deputy Collector , Kavaratti	Notice under section 20 of land revenue & tenancy regulation 1965 & rule 23 of land revenue & tenancy rules 1968
08.	B. Aboosala	Education Officer, Deptt. of Education, UT of Lakshadweep, Kavaratti	Request for promotion post of principal-reg
09.	M.P. Badarul Muneer	Village(dweep) Panchayat Member, Melapura House, Rajpath Road, Kavaratti	Regarding implementation of recommendations of development schemes

		Island	
10.	Mohammed Nasarulla.C.K.K.	Neelathupura (Androth Island), Kavaratti	Acquisition of land with the foundation of hosue-rehabilitation/compensation
11.	Sabeena-AP	Darul Hucla, Neas Tourist Hutt, Kavaratti	Regarding land problem
12.	Shamsheer Navas K.K.	Lakshadweep Students Association, Dr. Koya Bhawan, Lagoon Road, Kavaratti	Regarding periodical enhancement of scholarship for students is pending since 2006 etc.
13.	Firoz Khan .T.	General Secretary, National Students Union of India, H.O. Congress Bhawan, Kavaratti	Grievances of Lakshadweep ST community of Lakashadweep
14.	C.P. Askar Ali	Secretary, Communist Party of India (Marxist) Kavaratti Branch, Lakshadweep	Regarding many problems of STs
15.	A. Misbah	President, Lakshadweep ST Welfare Association, Kavaratti	Many problems of STs
16.	Zabira C.P.	Chandi Pura House, Kavaratti Island	Compassionate ground of appointment of the dependant of govt. servant who died while in service-reg
17.	EP Thangal Koya	President, Nationalist Congress Party, Kavaratti	Many issues
18.	T.P Aboobacker	President, Block Congress Committee, Kavaratti	Grievances of Lakshadweep ST Community-reg
19.	M.P. Badarul Muneer	Treasurer, Lakshadweep Territorial Congress Committee, Congress Bhawan, Rajpath Road, Kavaratti	Some important issues and problems
20.	Achada Ahamed Haji	President-cum-Chief-Conunsellor, Lakshadweep District Panchayat, Kavaratti	Request for enhancement of Honorarium to the panchayat functionaries-reg

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21.	K. Thangakoya	President, Kavaratti Island Youth Congress Committee, Congress Bhavan, Kavaratti	Grievances of Lakshadweep ST community-reg
22.	Thamis T.K.	President, Lakshadweep Peoples Rights Forum, Kavaratti	Many problems relating to ST persons
23.	Dr. Manzoora Beegum	Lady Medical Officer, Indira Gandhi Hospital, Kavaratti	Absorption as lady medical officer-Kavaratti
24.	Dr. K.P. Muthi Koya	State President, Bhartiya Janata Party, Lakshadweep Unit, Kavaratti	Many problems
25.	Abdul Hakeen P.M	Statistical Assistant, Deptt. of Women and Child Development, Lakshadweep, Kavaratti	Regarding anomalies crept in the pay structure of statistical function posts
26.	M.P. Cheriya Koya	Ex-Counselor, Kavaratti, Lakshadweep	Some issues relating to STs
27.	Sunidha Ismail KRB and others	Chairperson, LSSWB, Kavaratti	Harassment of UT of Lakshadweep Admn. against the Non-Tribal spouses and off springs of Local ST Inhabitants-reg
28.	Farida .P	Puthillam House, Amini, Lakshadweep	Recruitment of LDC under ALHW – no consideration of ST candidate
29.	K. Sabjan	President, AAI SC/ST EWA, Agatti,	Island special duty allowance regarding
30.	P. Kamarudheen	Project Director, Lak Lagoon Society, Agatti	Regarding promotion
31.	K.I. Ashik and others	Keelailanm House Agatti	Regarding consider their case for group D appointment
32.	Sikkander Hussain K.C.	Darul Arham, Kalpeni Island, Agatti, Lakshadweep	Request for granting soft loan/financial assistance for recuperation from financial debt incurred

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