

**REPORT ON THE VISIT OF THE NATIONAL COMMISSION FOR SCHEDULED  
TRIBES TO MAHARASHTRA FROM 12/07/09 TO 17/07/09**

Smt. Urmila Singh, Chairperson, NCST, Shri Maurice Kujur, Vice Chairman, NCST visited the State of Maharashtra from 12.7.2007 to 18.7.2009. Shri Aditya Mishra, Jt. Secretary, Shri R.C. Durga, Director, Shri K.N. Singh, PS to Chairperson and Shri K.C. Behera, PS to Vice Chairperson and Shri R.K. Dubey, Asst. Director, Bhopal Regional Office of the Commission accompanied the Commission during the visit. The Commission had field visit to the tribal areas of Ahmednagar and Nasik Distt. and held meetings with the following:

- (i) Commissioner (Tribal Development), Managing Director, Maharashtra State Tribal Development Corporation, District Collector, Supdt. Of Police and other officers of Nasik Dist
- (ii) SC/ST Employees Associations of:
  - (a) BARC and other organizations under DAE
  - (b) Mumbai Port Trust
  - (c) Rashtriya Chemicals & Fertilizers
  - (d) NACIL / Air India
- (iii) Management of:
  - (a) BARC and other organizations under DAE,
  - (b) Mumbai Port Trust
  - (c) Rashtriya Chemicals & Fertilizers
  - (d) NACIL / Air India
- (iv) Review meeting with State Govt. of Maharashtra

The details of the discussions mentioned above are given below :-

**13.07.2009 (SUNDAY) TO 14.07.2009 (TUESDAY)**

**2. FIELD VISITS**

**2.1 Aurangabad- Nask Tribal Belt**

**2.1.1 Ambore village (Sangamner Taluka, Disstt. Ahemadnagar)**

2.1.1.1 During the visit to Ambore village, the Commission met tribal people who were settled in Tribal hamlet of the village. It was informed that they were migratory labour belonging to Bhilla tribal community and were settled in the village under the Swabhiman Yojana of the State Govt., implemented through Integrated Tribal and Watershed Development Programme of the Govt. Under the Scheme financial assistance is provided for levelling of the land, providing irrigation and other facilities for agricultural use of the land. The Commission observed that land levelling under Swabhiman Yojna being run with the help of local NGO had been achieved but no action had been taken for setting up infrastructure for creation of irrigation facilities. It was pointed out by the villagers that they were having immediate problem of drinking water also. With the help of the local NGO a borewell had been set up on the land but it could not be used for want of a hand-pump or electric pump installed on the bore. The villagers also mentioned that their hamlet may be connected with the main village and the main road though pucca link roads.

Action by: Distt. Administration

## 2.1.2 Kolwade village (Sangamner Taluka, Distt. Ahemadnagar)

2.1.2.1 The Commission visited one of the house constructed at a total cost of Rs. 28,000 under Indira Awas Yojna, in 2007. The House has a separate portion for rearing Miltch animals. Under the scheme of Miltch, animal assistance is provided for purchase of 9 goats and one he- goats.

2.1.2.2 The Commission also visited the house of a beneficiary under the scheme of lift irrigation. Under this scheme, Electric Pump and PVC pipes have been supplied for lift irrigation from dugwell (Baodi) to be used by group of beneficiaries. It was noticed that the land around the dug well was very soft and any person or animal could fall into the Baodi causing risk to life and polluting the water. Chairperson, NCST advised that fencing of the Baodi should be provided for safety of children and animals and prevention of water being polluted. The Chairperson also advised that fencing of the Baodi may be included as essential part of the scheme of lift irrigation.

Action by: Distt. Administration

2.1.2.3 The Commission visited the Anganwadi and Pre-Primary School, Jai Hind Adiwasi Ashram Shala of Tribal Welfare Deptt. run through a trust. in the village and water conservation sites/ponds developed by Shidori Tribal Training Centre run under Integrated Tribal and Watershed Development Programme and later discussed the local issues with the panchayat representatives. The teaching in the Ashram Shala was in Classes I to X. English, Maths, Social Studies and Marathi is taught from class I and Hindi and learning of Computer is added from class V. Computers are stated to have been provided by the Union Bank of India. The Panchayat representatives and the villagers present in the meeting were happy with the programmes visited by the Commission. They, however, raised the urgent requirement of land levelling and water supply in the village. The villagers also demanded for providing 'Khawati' grant under the Navsanjeevani Yojna of the State. Under the scheme, an amount of Rs. 2,000 to Rs. 4,000 with 30% assistance and 70% loan is provided to them during rainy season as there is no source of income during the rains. In fact, some of them wanted that the scheme may extended with 100% of grant and no loan component.

Action by: Distt. Administration

## 3. **REVIEW OF CASES PENDING WITH THE SCRUTINY COMMITTEE, AURANGABAD DIVISION, AURNGABAD**

3.1 There are 8 Committees in Maharashtra for verification of castes of tribals. These Committees had been created in accordance with the directions of the Hon'ble Apex Court order in the case of Madhuri Patil v/s Additional Commissioner, Tribal Development Deptt., Thane No. AIR 1995-SC-94 thereafter under the Maharashtra Act XXII of 2001 and have been conferred the power of adjudication. After the decision of the Committee, the claimant may prefer WP before Hon'ble High Court against the decision of the Committee and thereafter can move to the Hon'ble Supreme Court.

3.2 The ST Certificate Scrutiny Committee, Aurangabad Divistion, Aurganbad cover 8 Distts. As on June, 09, total 1627 cases are pending with the Committee (Education: 1035, MPSC : 1, Pre-service: 13, In-service:428, Election & Other complaints: 29, Appeal: 69 and Court: 52). The Commission desired that the Scrutiny Committee should clear pendency at the earliest and ensure clearance their within the stipulated time-frame of 6 months.

**14.07.2009 (TUESDAY)**

**4. Meeting with representatives of NGOs**

4.1 The Commission discussed issues of tribal development with the representatives of two NGOs (Dr. Neera Kewalramani, Chief Programs, Bhavishya Alliance and DR Vaibhav of VACHAN) who were present to meet the Commission. These NGOs are working to check neonatal mortality, computer aided adult literacy programme through 30 Centres in Nasik and nearby places in association with Tata Consultancy Services and empowerment of adolescent girls in 4 Districts of Maharashtra. It was informed that 5,000 girls had been covered through 10 day training programme through these Centres.

**4.2 Meeting with Commissioner TD, MD Maharashtra , TDC and Distt. Collector and other officers at Nasik**

4.2.1 It was informed that as per the Census 2001, the tribal population of the Distt. is 1,19,4271 (23.9%) out of total population of 4,99,3796. The TSP area covers 8 Talukas, covering 534 villages (including Mada/ Mini-Mada) out of total 1013 villages. Out of total tribal population of ..... , ..... are BPL families. The activities conducted under ITDP include (i) Information Service Centre at each Taluka Tehsil Headquarters for tribals, (ii) facility of computers in each hostels, (iii) Establishment of well equipped Gymnasium at Pre Recruitment Training Centres, (iv) Merit enhancement Programme for 10<sup>th</sup> standard students, (v) Distribution of land to the landless tribals, (vi) conducting course for competitive examinations and (vii) special training for upgrading scales to enhance employability

4.2.2 It was noted by the Commission that the Govt. hostels at Dindori and Igatpuri were under occupied. It was explained by the Commissioner, TD that the admission process was in progress and the vacant seats would be fully occupied after completion of the process. It was emphasised by the Commission that, considering the gender gap and heavy drop out among girls, it was necessary to provide incentives to girls to continue their education by extending hostel facilities.

4.2.3 The Commission observed that the performance in SSC/ HSC examination of students in Govt. Schools was comparable with the Govt. aided Schools.

4.2.4 Reviewing the progress of construction of new residential school buildings, Commission noted that the time-frame of completion was not clearly specified. The Commission, therefore, desired that both physical and financial progress should be measures w.r.t.the targeted time- frame through Bar Chart etc.

Action by: Distt. Administration

4.2.5 The Commission noted with appreciation that the training of the tribals in Pre-Recruitment Training Centre had enabled them to obtain placement for various types of jobs including those in Police and Para-Military Forces. The Commission desired that the various training activities as well as other programmes for vocational trainees should be continuously reviewed in line with the emerging requirements of the industry and the Govt. For this purpose, an interaction with the industry at higher level, preferably at the level of the Commissioner TD, should be held with the Industry to ascertain their requirements.

4.2.6 The Commission also noted that the funds available with the District under SCA to TSP and Article 275 (1) of the Constitution have not been utilized during 2006-07, 2007-08 and 2008-09. It was informed that the funds under SCA could not be spent fully during 2007-08 and at all during 2008-09 because the approved cost of the schemes was very low and now that the limit has been raised to Rs. 1 lakh it was hoped that the un-spent amount would be utilized during the current financial year. As regards utilization of funds under Article 275(1), it was clarified that the fund was being utilized for grant of assistance under Indira Awas Yojana. Since the size of grant has now been revised, the pending applications will be considered and the un-utilized funds will be used during the current financial year.

4.2.7 As per the information furnished by the Supdt. of Police, Nasik District, 52 cases were registered under the PoA Act, 1989 during the year 2008. These includes 5 cases of rape, 1 case of murder, and 4 cases of grievous hurt. It was noticed that the level of incidence in each category was almost same except in the year 2006, in which 71 cases were registered including 2 cases of murders and 9 cases of rape. The Commission was also informed that the disposal of cases by the Court was very slow which was due to pre-occupations of the designated Special Courts in other matters. The disposal of the cases had largely resulted in acquittal mainly because of delay in disposal of cases. The Commission advised that the designated Special Courts should be converted into exclusive (Fast Track) Special Courts to deal with cases registered under PoA Act, 1989 and PCR Act, 1955 only.

#### **5. Visit to Eklavaya Model School & Pre-Recruitment Training Centre for ST boys and girls run by the Tribal Welfare Department**

5.1 The Pre-recruitment training centre for ST boys and girls run by the Tribal Welfare Deptt. was running course in two batches one for boys and one for girls during each year. It was informed that about 70% of the boys and 50% of the girls had been selected for the placement after the training at PRTC in State Police Forces and other Para-Military Forces etc.

5.2 The Commission appreciated the infrastructure and other facilities available in the School and was pleased to note the performance of the students. The Commission is of the view that such PRTCs should be set up by other States also as it helped empowerment of ST boys as well as girls and consequently, bringing the tribal families above the poverty line.

#### **15.07.2009 (WEDNESDAY)**

#### **6. Visit to BARC**

##### **6.1 Meeting with the reps of SC / ST Employees Welfare Associations of various organisations under Deptt. of Atomic Energy**

6.1.1 The Associations raised the issue pertaining to the need to review the reservation policy being followed by BARC in recruitment as well as in its in-house Training Centre.

6.1.2 The Association indicated that STs had a very poor representation at the officers' level. Since recruitment of the officers is exempted from the purview of reservation, the promotion is the only way for them to enter into officers' grade. They further mentioned that a new promotion policy for the scientific and technical staff had been implemented by the Deptt., which was totally against the career prospects of SC/ST employees. It forbids the normal promotion of Scientific Assistant (C) to Scientific /Technical Officer (B) (Grp.B Gazetted) for the B.Sc. or Diploma (First Class holders) candidates after having minimum 6 years of job experience. A large number of eligible STs are appearing in the selection proceedings but the rejection rate is high. In the selection committees too, there was no representation of STs. There is also no pre-recruitment training for STs.

6.1.3 The Association also pointed out that STs are not having any representation in the Trombay Council- an apex decision & policy making body, which also frames the recruitment and promotion norms.

## **6.2 MEETING WITH SECRETARY & SENIOR OFFICERS OF THE DEPTT. OF ATOMIC ENERGY AND BARC TO REVIEW IMPLEMENTATION OF SERVICE SAFEGUARDS AND TO DISCUSS THE PENDING ISSUES RELATING TO BARC, MUMBAI, RR CAT, INDORE, HEAVY WATER PLANT, RAWATBHATA , INDIAN RARE EARTHS LIMITED, MUMBAI AND NUCLEAR FUEL COMPLEX, HYDERABAD ETC.**

### **6.2.1 Non-representation of SC/ ST in the Selection Committees, constituted for selection of candidates for posts in various disciplines from amongst the Trainees of the Training School:**

6.2.1.1 It was brought to the notice of the Commission that there was no SC/ST representation in the various Selection Committees to select Officers for Scientific and Engineering disciplines from amongst the trainees of the Training School. The Commission was informed that there were several such Committees and it was not feasible for the DAE to nominate SC/ST members on each Committee in the absence of Officers belonging to these categories. However, on advice of the Commission, DAE / BARC agreed to prepare a panel of SC/ST officers for the purposes of their nomination to the various Selection Committees through rotation.

Action by: Deptt. of Atomic Energy/ BARC

### **6.2.2 No reservation for SC/ST in selection of candidates for posts in various disciplines from amongst Trainees of the Training School.**

6.2.2.1 The Commission was informed that after successful completion of the training, the Trainee Officers are appointed as Scientific Officers(C), (Group A Gazette post). The selection procedure for these recruitments consisted of a written test followed by personal interview. It was noted that a large number of SC/ST candidates also appear for the examination and interview but none of them is selected as Scientific Officer (C) as no reservation was being given to them in terms of the instructions of the Govt. which provide for reservation for SC/ST candidates in all direct recruitments irrespective of the level of the post.

6.2.2.2 The Commission was informed that 50% of the Scientific posts were being filled from amongst successful Trainees of the Training School and the remaining 50% posts were being filled up through promotion in which reservations to SC/ST candidates were being provided as per the Govt. instructions.

6.2.2.3 The Commission was informed that the selection of candidates for various disciplines from amongst the Trainees of the Training School had been exempted from reservation for SC/ST candidates in terms of the instructions issued by the DoPT (GOI) in June 1975.

6.2.2.4 The Commission was further informed that the DAE had completely stopped the direct recruitment of officers upto the post of Scientific Officers (C ) where, as stated above, implementation of reservation is mandatory to fill up the posts in various in scientific and engineering disciplines and that recruitments / selections were being made only through the Training School (approx. 180 officers per annum) which, in the process brought reservation for SC/ST candidates to a halt. It was explained that the exemption from reservation in selections through Training School was obtained in the year 1969 on the grounds that DAE wanted competent scientists and engineers to carry out standard / need-based research and develop advanced technologies in their R&D sectors / organizations and such candidates from amongst SC & ST were not available.

6.2.2.5 The Commission observed that from the beginning itself DAE had consisted, apart from R&D sectors, of public sector and industrial organizations involving operation of reactors / plant and these activities were in relation to production and therefore, these units did not require the high caliber scientists and engineers as there was no research work in these areas. The Commission observed that the situation which existed in 1969 in regard to the non-availability of SC/ST candidates in scientific and engineering disciplines had undergone total change and now with the explosion of education and various facilities and concessions being provided to SC/ST candidates in scientific and engineering institutions, the candidates from these categories are also available in good numbers and hence, there was an urgent need to withdraw the instructions issued in 1969/ 1975 regarding exemption of selection through Training School trainees from the purview of reservation. The DAE and BARC appreciated the concern of the Commission regarding the denial of reservation for SC/ST candidates in selections made from amongst the Training School trainees and assured that they would consider the suggestions / recommendations of the Commission to provide reservation to SCs & STs in selection of candidates for posts in various disciplines from amongst the Trainees of the Training School also.

Action by: Deptt. of Atomic Energy/ BARC

### **6.2.3 Filling up of backlog vacancies**

6.2.3.1 The Commission noted that the information provided by BARC in relation to backlog vacancies for STs did not contain group-wise representation of STs against the actual number of officers in each group against their sanctioned strength. The Commission noted from the information furnished by the DAE and its Units that a number of backlog vacancies reserved for STs to be filled up through promotion had not been filled up on the grounds that ST candidates were not available even in the extended zone of consideration. The Commission advised / recommended that until such time the ST candidates became eligible for being considered for regular promotion, they could be considered for adhoc promotion for which there was no prescribed zone of consideration and the only requirement was to see that the ST candidates had completed the required length of service for being eligible for promotion.

6.2.3.2 The DAE agreed to consider the Commission's recommendation / advice and to take necessary to fill up the vacancies reserved for STs falling in the promotion quota by making adhoc promotions. The Commission also noted that in relation to backlog vacancies to be filled through direct recruitment, all the identified backlog vacancies in respect of in DAE and its various Units had not been advertised except in Group B. The

DAE agreed to consider the Commission's recommendation and to advertise in future all the identified backlog vacancies. It was pointed out by the Commission in this connection that in respect of Group C posts, against 81 identified backlog vacancies only 43 were advertised. Similarly, against 27 identified backlog vacancies in Group D, only 2 vacancies were advertised.

Action by: Deptt. of Atomic Energy/ BARC

#### **6.2.4 Non-representation of SC/ST in the Trombay Council (TC) of BARC :**

6.2.4.1 The Commission noted that TC was the governing and policy making body of BARC. It frames the promotion norms for all the Technical and Scientific posts in BARC as well as for DAE units like IGCAR, AMD, NFC etc. and hence all important issues including the staff welfare related matters and also the promotion and recruitment norms are discussed in this forum. The TC consisted of Director, BARC and the Group Directors. The Commission observed that there was no representation of SC/ST in the TC and therefore, this body was not in a position to safeguard the interests of SC/ST employees on account of their non-representation in it.

6.2.4.2 On advice of the Commission, the management agreed to consider this matter and inform the Commission of action taken by them in this regard within a month.

Action by: Deptt. of Atomic Energy/ BARC

#### **6.2.5 Provision of office accommodation for Association activities and Developmental programmes :**

6.2.5.1 The Commission was informed by the SC/ST Employees Welfare Association of BARC (SEWAB) that they had not been provided with an office accommodation in the residential colony of BARC (Anushaktinagar) since 2005. It was alleged by them that the Department had provided office accommodation to a number of linguistic & religious entities and denial of similar facilities to them showed their discriminatory attitude towards the SCs and STs. The Commission was informed by BARC that the Association in question had not been recognized by them and therefore, it had not been possible for them to allot office accommodation to them. The Commission was further informed that the management's decision not to recognize the Association was based on the instructions issued by DoPT which prohibits the recognition of SC/ST Association formed on caste basis.

6.2.5.2 It was clarified by the Commission that the words Scheduled Caste or Scheduled Tribe were not the name of a particular caste and therefore, the Association in question represented all the communities belonging to scheduled caste or scheduled tribe. On the recommendation of the Commission, the management agreed to reconsider the entire matter relating to recognition of the Association and allotment of accommodation to them. The Commission also observed that while it may not be possible for the management to recognize more than one Association in an office, they should consider giving recognition to one SC/ST Association in an office to ensure watching of the interests of SC/ST employees.

Action by: BARC

#### **6.2.6 Status of the individual petitions received in the National Commission for Scheduled Tribes.**

6.2.6.1 BARC explained the present status and action taken in respect of the pending cases as under :-

Sr.No.	Petitioner	Issue	Action taken by BARC
1	Shri N.L. Meena, Scientific Assistant/ D, Heavy Water Plant, Rawatbhata/ Shri B.B. Naik, General Secretary, DAE SC & ST Employees Welfare Association, Rawatbhata (Raj.)	Grant of relaxation in qualifying standard to ST employees in matter of promotion- illustrative case of Shri N.L. Meena, Scientific Assistant, Heavy Water Board, Rawatbhata (Raj).	The Commission was informed that it had not been possible for them to consider the recommendation of the Commission to promote him to the post of Scientific Officer on the basis of his securing 54.4% marks in AMIE 2003 on the ground that he had been given permission to acquire the additional qualification of AMIE before the introduction of the revised Promotion Policy (applicable from the year 2003), inter-alia, requiring a minimum of 60% marks for being considered for promotion as Scientific Officer. It was stated that it was not possible to relax the revised provisions and that the revised Policy was being made applicable uniformly for all candidates including SC/ST.
2	Shri R.K. Meena, Atomic Energy, SC & ST Employees Welfare Association, CAT, Indore	Action taken in connection with appointment of Shri K.C. Arya, as ST candidate in Raja Ramanna Center for Advance Technology (RRCAT), Indore (M.P)	The Commission was informed that the matter had been examined in consultation with RRCAT & R&D and necessary instructions had already been issued to Director R&D vide DAE/ID note dated 20.8.2008 regarding filing of FIR against Shri Arya and that the action for filing the FIR was still pending due to some procedural difficulties expressed by the Police.
3	Shri R.K. Meena, Atomic Energy, SC & ST Employees Welfare Association, CAT, Indore	Recognition of SC/ ST Employees Welfare Association of the Department.	The Commission was informed that DoPT vide OM dated 20.2.2006 and 17.5.2007 had intimated that according to the Central Civil Services (Recognition of Service Associations) Rules 1993, Associations formed on the basis of caste cannot be recognized. Therefore, the recommendation to recognize the SC/ST Association of the Department could not be considered. The management agreed to reconsider this matter in view of the observations of the Commission contained in Para 6.2.5 above.
4	Shri M. Narayanan, Manager (Stores), Indian Rare Earths Ltd., Manavalakurchi, Distt. Kanyakumari (Tamil Nadu)	Alleged harassment and denial of promotion	The Commission was informed that a reply in the matter has been sent to the Commission vide DAE's Letter No. 3/13(2)/2006-PSU/6541 dated 18/12/2008.
5	Sh. Hanuman Prasad Meena, Scientific Assistant/D. Heavy Water Project, Deptt. of Atomic Energy, Kota (Rajasthan)	Re-designating the post of Scientific Asstt. B from the date of initial appointment	The matter was examined in consultation with Heavy Water Board, Mumbai and the comments sent to the Commission vide DAE OM dated 4.12.2006.
6	Sh. R. Gema Naik, UDC, Administration Nuclear Fuel Complex, Hyderabad	Filling up of backlog vacancy in the post of Assistant Accountant in Nuclear Fuel Complex, Hyderabad.	The Commission was informed that a reply was sent to NCST on 14.7.2009.



**15.07.2009 (WEDNESDAY)**

**7 MUMBAI PORT TRUST**

**7.1 MEETING WITH REP. OF ST EMPLOYEES WELFARE ASSOCIATION(S) OF MUMBAI PORT TRUST**

7.1.1 The Association submitted a Memorandum dated 15.7.2009 which includes their demand for appointment of SC/ST representatives on the Board of Trustees of MPT, curtailing time involved in verification of caste certificates, non-filling of reserved vacancies for ST, administrative assistance for SC/ST Cell and quarterly meeting with the Association, besides some grievances pertaining to service matters. The Commission informed that the Association that individual grievances could be submitted to the Management and in the event of any delay in their redressal, the Commission could be informed by the concerned individuals.

**7.2 MEETING WITH THE CHAIRMAN, MUMBAI PORT TRUST, MUMBAI TO REVIEW IMPLEMENTATION OF SERVICE SAFEGUARDS AND OTHER WELFARE PROGRAMMES FOR STs**

7.2.1 CMD, MPT made a presentation on the administrative setup and functioning of the MbPT. He explained that as a result of modernization of infrastructure and rationalization of certain activities and also outsourcing of non viable areas, MbPT is having dwindling trend of manpower. This has also led to ban on fresh recruitment except in operational and critical areas / disciplines. The Commission advised that in respect of specialized areas where recruitment is being resorted, in the near future, in accordance with the perspective programme, the employees of the organization should also be trained in advance before such opportunity to fill up the vacancies arise, as a part of HRD Policy of the organization. These areas should also be shared with the employees so that they could acquire requisite expertise through inhouse training or by way of acquiring additional qualifications to enable them to offer for placement against such requirements. CMD, MbPT assured that necessary HRD Policy in respect of STs will be formulated and implemented in a time bound manner.

Action by: MPT

7.2.2 The Commission noted from the information furnished by the MPT that the representation of STs was i) 2.42% within Group A posts, ii)6.25% in the lowest rung of Group A, iii) 5.71% in Group B, iv)4.07% in Group C, and v) 3.26% in Group D (other than Safai Karmacharis). The total sanctioned strength of posts in all the Groups was 21,636 against which the total number of employees in position was 18,721 out of which the no. of ST employees was 693 constituting 3.7%. The Commission further noted that the shortfall / backlog vacancies in posts to be filled both by direct recruitment and promotion was 14 in respect of Group A, 1 in Group B, 281 in Group C and 455 in Group D as on 31.3.2009. The Commission was informed that a SRD was launched in the year 2006 to fill up the backlog for SC/ST as on 1.7.2004 and in all 100 posts reserved for ST in respect of all the Groups were filled. It was noted that the balance unfilled backlog was pertaining to Technical posts of Pilot and Marine Engineer and that despite advertisement for these posts on 5 occasions, no applications from ST candidates for these posts were received. The Commission was also informed that in case of Group C posts (backlog), 9 selected ST candidates in two categories did not join despite grant of extension in joining time.

7.7.3 It was informed by the Management that no contract for engagement of manpower was being entered.

## **16.07.2009 (THURSDAY)**

### **8. VISIT TO RASHTRIYA CHEMICALS & FERTILIZERS LIMITED**

#### **8.1 MEETING WITH REPRESENTATIVES OF SC/ST EMPLOYEES WELFARE ASSOCIATION(S)**

8.1.1 The Association raised the issue pertaining to improper maintenance of rosters, absence of pre-recruitment training for officers and workers, no recruitment in non-Technical and Technical grades for C & D category, no promotion of D category employees for a long time, absence of an effective personnel grievance cell for SC/ST members and standard deduction of 5% towards medical treatment for dependents of employees which being very expensive treatments puts an unbearable burden on C&D category of employees.

#### **8.2 MEETING WITH THE CHAIRMAN,RCFL AND OTHER SENIOR OFFICIALS**

8.2.1 The Commission noted that THE representation of STs on an overall basis is 6.44%, with shortfall being in the category in Group A (2.99%), Group A at lowest rung (3.12%), Group B (5.30%). However, in respect of Group C and Group D employees, the level of representation is 10.35% and 8.57% respectively which is comparable to the stipulated 9% reservation in the State. The Commission desired that special efforts should be made by the management to fill up the posts in levels where representations of STs is significantly lower.

Action by: RCFL

8.2.2 The Commission was informed that there was ban on recruitment in general and recruitment is being resorted to only in respect of operational requirements and at higher level.

8.2.3 In respect of Group A posts, the candidates are recruited as Management Trainee in respective disciplines and stipulated reservation for STs is always specified in the advertisement, etc. However, it has been noted that actual induction of STs in certain cases has not been as per the projected requirement. There is no direct recruitment in Group B. In Group C, the posts are filled by local advertisement and through employment exchanges, where the percentage of reservation prescribed for Maharashtra State is also followed. However, in this category, recruitment is not being resorted to due to general ban on induction of manpower.

8.2.4 The Commission observed that in view of the position explained above, it was desirable that RCF ensures strict adherence to the DoPT instructions with regard to promotion of ST employees, which stipulates special relaxations and concessions granted to STs in promotion. It was explained by the RCF that the method of promotion in RCF is by selection. However, concession of 5% marks is granted to SC/ST employees in qualifying tests for promotion to officers' category within Group A in terms of the instructions relating to providing the benefit of protection clause which provide that in case the officer is senior enough to be covered within the number of vacancies in the zone of consideration, he/she is required to be placed in the select list provided he / she is not

found unfit for promotion. The Commission was informed that the benefit of protection clause was being given in RCF upto the post of Addl.Chief Engineer or equivalent (E5) in the pre-revised pay scales of Rs.16,000-400-20,800.

8.2.5 The Commission observed that the introduction of the element of qualifying test and interview for assessing the suitability of the candidates for promotion to various categories of posts within Group A had resulted in the deprivation of the benefits of protection clause to the officers belonging to SC/ST categories. It was pointed out by the Commission that this procedure had diluted the instructions of the Govt. to promote the SC/ST officers to certain categories of posts within Group A without applying any other norms through qualifying test and interview. The Commission observed that the requirement of obtaining a minimum qualifying marks in the written examination as well as in the interview had overriding effect on the Govt. instructions which only provide that in case the SC/ST officer(s) was senior enough (as mentioned above) to be covered within the number of vacancies to be filled, his/her name would be included in the select list for promotion unless he/she was otherwise found unfit for promotion. The Commission suggested that there was an urgent and imperative need to revise / modify the existing instructions regarding obtaining of minimum qualifying marks in the written test and interview for promotion to certain categories of post within Group A to provide that these instructions will not be applicable in case of an officer belonging to SC or ST in case that officer was within the number of vacancies in the zone of consideration and the overall appraisal of his performance based on the assessment of his ACRs over a period of time had revealed that the officer concerned was not unfit for promotion. The RCF management agreed to consider this advice / recommendation of the Commission at the appropriate level and informed the Commission of their decision in the matter.

Action by : RCF

8.2.6 The representation submitted by Shri S.M. Nandanwar, Dy.Manager (Admin.) in the RCF, Mumbai regarding his victimization under the pretext and revenge in the matter of Smt.M.S. Nandanwar (wife) – RCF employee, was also discussed in detail taking into consideration the position submitted by the RCF in the matter has briefly explained below :

- i) RCF has mentioned vide their letter No.RCF/CMD/09 dated 15.1.2009, addressed to the Deptt. Of Fertilizers, Ministry of Chemicals and Fertilizers, that there was no reservation in Group A and concession of marks was being given to SC/ST candidates in case of promotion upto Dy.Chief Engineer only (Pay scale: Rs.14500-350-18700). Thereafter, for promotion from Dy.Chief Engineer to Addl.Chief Engineer (Pay scale Rs.16000-400-20800), only the rule of zone of vacancies was applicable. It has explicitly pointed out that since Shri S.M. Nandanwar had appeared for the assessment for the post of Addl. Chief Engineer level (Pay scale: Rs.14,500-350-18,700), there was no reservation applicable or no concession in marks was given and only the rule of zone of vacancies was followed. The Commission noted with concern that RCF has not taken into consideration the direction contained in DPE's, Ministry of Heavy Industries and Public Enterprises (O.M.No.6/11/2004-DPE(SC/ST Cell) dated 8.11.2004) which provides provision for concession to SCs & STs in posts filled by promotion by selection – posts within Group A Class I upto the scale of pay to Rs.20800/-. This is considered a serious violation of the instructions contained in DPE's instructions as above.
- ii) The Commission also noted with concern that the position indicated by RCF that there was no vacancy in Administrative Deptt. did not appear to be correct. It was brought to their notice that RCF vide Order dated 4.11.2008 had promoted Shri Kale Shrikant P of administration discipline from E5 grade (Scale of pay: Rs.16,000-400-20,800) to Chief Engineer & equivalent (E6 grade, Scale of Pay:

Rs.17,500-400-22,300) w.e.f.1.4.2008 and consequently, one vacancy in the post of Addl.Chief Engineer & equivalent in the E5 grade had occurred w.e.f.1.4.2008, in which Shri S.M. Nandanwar, was listed for promotion. It was also noted that vide representation dated 16.7.2008 Shri Nandanwar had also mentioned that two vacancies existed for the post of Manager (Admin.) w.e.f.1.4.2008.

8.2.7 In view of the position explained above, the Commission advised RCF to look into the promotion procedure followed and ensure that the grievance of Shri S.M. Nandanwar is redressed immediately and to apprise the Commission.

Action by: RCF

8.2.8 Regarding the backlog vacancies, RCF has informed that concerted efforts are being made to fill up the backlog and a special recruitment drive has been organized which was expected to be completed within 4/5 months.

Action by: RCF

8.2.9 Regarding standard deduction of 5% towards medical treatment for dependents of employees which far expensive treatments putting an unbearable on C&D category of employees, the Commission advised the RCF to review the existing policy with a view to minimizing the financial hardship on the employees specially belonging to C&D categories. For this purpose, in place of the existing system of recovery of 5% of the total expenditure, a monthly contribution from the salaries of the employees could be considered. RCF assured to review the existing policy in this regard.

Action by: RCF

8.2.10 The Commission noted that the no. of complaints registered with the RCF were insignificant and not a true reflection of the actual grievances which were reflected through the interaction with the Association. The Commission therefore, advised the management to hold periodical meetings with the Associations and also introduce a computerized grievance management system to introduce transparency in the matter. The Commission also noted that the Liaison Officers for ST as well as Chief Liaison Officer for ST are expected to be up-to-date with the policy decisions and directives issued by the GOI in relation to implementation of reservation and other safeguards for STs. For this purpose, the Liaison Officers / CLO and other officers in the administration should be given regular reorientation training on matters relating to implementation of various safeguards for STs.

Action by: RCF

8.2.11 The Commission was informed that the training is provided to SC/ST & OBC and other candidates under the Apprentices Act and the employment after successful completion of the training is not guaranteed. However, RCF tries to adjust the trained SC/ST candidates in regular appointments as Operator Gr.III. It was also informed that stipend to SC/ST apprentices is granted at double the rate granted to other candidates (i.e.Rs.2400/- against Rs.1200/-). SC & ST apprentices are also provided free lodging, boarding as well as uniform. The Commission was informed that the vacancies of Trainees with the qualification of BSc.(Chemistry plus NCVT) in respect of ST categories were not being filled due to shortage of eligible candidates. The RCF therefore, decided to impart training itself under the Apprentice Act to the fresh BSc candidates in ST category and facilitated them to appear for the NCVT examination, which is requisite qualification for the recruitment to the post of Operator Trainee / Operator Gr.III. The Company also conducted campus interviews in the college premises, at Bordi, a tribal predominant area in Dist. Thane, Maharashtra state, to induct candidates directly and the Company proposes to conduct more such campus interviews in other districts in order to fill the vacancies.

8.2.12 In reply to a query relating to dereservation of the posts reserved for STs and interchanging of vacancies between SCs & STs, the Commission was informed that one post each of Senior Operator and Asst. Foreman (Chemical) in Group B reserved for STs was interchanged with SCs in the promotion assessment of July 2006, because no ST candidate was available within the prescribed zone of consideration. The Commission pointed out that this action of RCF was violative of Presidential directive issued in 2003 that interchange between SC & ST and vice versa was banned and that a vacancy reserved for ST was required to be carried forward indefinitely till such time it was filled up by an ST candidate. The management agreed to have a fresh look into this matter and remedial steps to ensure that the action taken was in accord with the above referred instructions of the GOI.

Action by: RCF

8.2.13 In reply to the questionnaire, it was mentioned that separate rosters are maintained for direct recruitment as well as promotions. However, during discussions, it transpired that prescribed post based rosters were not being followed and the Liaison Officers were also not fully aware about the procedure for preparation of post based rosters.

8.2.14 The Commission noted that the reservation roster for allotment of Company quarters to the employees was being maintained at the Thal complex of the Company, but not at the Headquarter office. It was explained that due to policy of the Company for grant of house building loan at low rate of interest, employees were not interested in allotment of quarters. The Employees' Association had mentioned that many of them were not allotted accommodation or several of them were allotted accommodation of lower category than their entitlement because reservation was not being applied in each category of accommodation. The Commission pointed out that reservation of quarters at the rate of 10% for SCs and 5% for STs has to be provided as per Govt. directives and the same should be followed in the Headquarter area, as was being followed in the plant area of the RCF at Thal.

Action by: RCF

8.2.15 The management, on advice of the Commission also agreed to take necessary action with respect to the following matters :

- i) Promotion of Group D employees (30%) to the Group C posts (which was the practice earlier and which had been discontinued for the last several years) after providing them necessary training in skill development.
- ii) Making necessary arrangement to provide pre-recruitment training to the SC/ST candidates to ensure filling all the vacancies reserved for them.
- iii) Making necessary arrangements for pre-promotion training / counselling to officers to enhance their performance capabilities in the written test as well as interview and thereby to enhance chances of their selection.
- iv) To ensure maintenance of the post based rosters in respect of all categories of posts under direct recruitment and promotion to facilitate proper identification of the backlog vacancies reserved for STs and ensuring appointment of ST candidates against the post reserved for STs.
- v) Proper maintenance of reservation rosters for allotment of Govt. accommodation to the employees of the Company.

Action by: RCF

## **9. MEETING WITH TRIBAL REPRESENTATIVES**

9.1 Dr. Sandeep Dhurvey, MLA, Kelapur, District Yavatmal, Maharashtra and other tribals met the Commission in connection with the likely displacement of tribals as a result of construction of Lower Painganga Project in the Yavatmal and Nanded district of the Maharashtra. The delegation conveyed their deep concern about displacement of 1 lakh people out of which 40,000 were tribals residing in the submergence area of the proposed lower Painganga dam. It was pointed out that most of the submerged area was notified as tribal zone and out of 95 villages to be submerged, 49 were tribal villages. The Gram Sabha of all 90 villages had also passed resolution against construction of the dam. The delegation therefore, requested the Commission to intervene in the matter.

9.2 It was explained that the Commission that the matter had already taken up the matter with the State and the reply is awaited from the State Govt. The Commission assured to pursue the matter with the State Govt.

## **10. VISIT TO NACIL/AIR INDIA**

### **10.1 MEETING WITH ASSOCIATIONS/ ORGANISATIONS/ CONFEDERATIONS OF NACIL / AIR INDIA**

10.1.1 The Association raised the concern about absence of any initiative by the Management to have discussion about protection of safeguards available of ST employees on transfer from the NACIL to the proposed JVs. with SATS and with Engg-MRO with Boeing Co. The Association also highlighted delay in compassionate appointments, non-implementation of reservation policy for appointments made to new posts after merger viz. Executive Directors, General Managers, and Dy. General Managers in various Depts., non-adherence with the reservation policy in subsidiary companies viz; AICL & AIATSL, manning the post of Liaison Officer, in-charge of Special Cell for SC/ ST by non-SC/ ST officer, preferably not from the Personnel Deptt., holding regular meetings with the Associations, filling backlog vacancies, appointment of SC/ST officers from an empanelled list of SC/ST officers, implementation of concessions/ protection clause available in promotion within Group 'A' level officers, concession to SC/ST employees in existing time bound promotion for Gp. B, C, D, joint inspection of rosters on yearly basis by SC/ST Cell and SC/ST Association and expeditious verification of caste certificates etc.

### **10.2 MEETING WITH CMD, DIRECTORS AND OTHER SENIOR OFFICIALS OF NACIL**

10.2.1 CMD, NACIL made a presentation about the existing organizational structure, present financial status and the issues arising out of merger of Air India and India Airlines. It was illustrated that considering the quantum of losses being occurred and in the context of the emerging fierce competition, NACIL is in the process of formulating a restructuring package and its implementation in a time bound manner to improve overall performance, particularly financial, by addressing various cost cutting measures, rationalization of activities, closure of non-viable sectors/areas and taking other initiatives like forming of Joint ventures etc. The joint venture partnerships for its key strategic business units include cargo, engineering and maintenance, repair and overhaul (MRO), as well as ground handling and airport services and shifting employees to these JVs, which will be clearly focused on the areas of operation and will have to be made viable in terms of profit. In respect of ground handling, JV will have proposed to be with Singapore Airport Terminal Services(SATS) where AI will have 51% stake in the company. With these measures, NACIL will be able to reduce its employees by half, from 31,500 to a little over 15000, and bring down the average number of employees per aircraft from about 205 to around 100, which are in line with the global averages. These cost cutting measures encompass all

areas of management, including reduction in cost of manpower where savings to the extent of Rs 800 Cr are envisaged. NACIL is, however, committed to ensure that in the process of restructuring, the service safeguards available to the STs among other employees are protected.

10.2.2 CMD, NACIL mentioned that NACIL would be in a better position to address most of the grievances projected by the Associations, relating to maintenance of rosters and streamlining of procedure for promotion etc., once the issues relating to merger and formation of JVs are concretized.

10.2.3 The Commission pointed out that insignificant cases of grievances were indicated in the report submitted to the Commission by NACIL. These were not a true projection of the grievances of the employees as revealed from the interaction held with the Associations, who had also highlighted delay in obtaining responses to their grievances from the management. The Commission, therefore, advised that as a measure of transparency, the NACIL should take initiatives for introduction of computerised systems both for grievance management and roster maintenance. CMD, NACIL appreciated the suggestion of the Commission and assured that NACIL would take necessary action within a time bound period to evolve the computerized grievance management and roster maintenance system.

Action by: NACIL

10.2.4 The Commission mentioned that the Association had highlighted that there had been large scale of supersession in promotion in respect of SC/ ST candidates since the year 2006. Even the SC/ST candidates with their performance report appraised as 'A' had been denied legitimate promotions on the ground of not fulfilling the benchmark criteria of 70 marks for selection. The Commission, therefore, desired that the details of all such cases pertaining to ST category and general category from the year 2006 may be analysed with a view to identify the deficiencies and shortcoming of ST employees to formulate a suitable HRD plan to develop their skills in deficient areas and filling the gaps to meet the desired benchmark standards. CMD, NACIL assured that necessary steps to formulate special HRD scheme in respect of SC/ST would be taken.

Action by: NACIL

10.2.5 The Commission appreciated recent initiatives and the commitment of the NACIL, in particular of the Chairman's concern to issues relating to human resource development, particularly of persons belonging to weaker sections, establishment of a transparent system and building up of a team to meet the targeted goal.

10.2.6 The information furnished by NACIL had given the group-wise representation of ST employees separately in respect of Air India and Indian Airlines as the process of their merger had not yet been completed. The Commission noted that the representation of STs in the Indian Airlines as on 30/4/2009 within overall Group 'A' was 4.92%, while representation of ST was 4.94% in the lowest rung of Group 'A' by direct recruitment and, 7.99% in the lowest rung of Group 'A' by promotion, 7.82% in Group 'B', 6.45% in Group 'C' and 6.70% in Group 'D' (other than Safai Karamcharies) and 4.48% in respect of Group 'D' (Safai Karamcharies). As against this the representation of STs in the Air India as on the same date (i.e. 30/4/2009) was 7.23% within overall Group 'A', 7.16% in the lowest rung of Group 'A' (filled by promotion), 7.14% in Group 'B', 9.10% in Group 'C' and 6.52% in Group 'D' (other than Safai Karamcharies) and 2.12% in respect of Group 'D' (Safai Karamcharies). CMD, NACIL assured the Commission that necessary steps to fillup the shortfall/ backlog vacancies reserved for STs would be taken after the exercise for merger of the two companies was complete. It was stated that the recruitment rules for

various posts in Air India and Indian Airlines were different and therefore, it was difficult for the NACIL to undertake promotion exercises or recruitment drives for the present to fill up the backlog vacancies. It was stated that the merger exercise would be completed in a time bound manner and immediately thereafter necessary action will be taken to fill up the backlog vacancies reserved for STs.

Action by: NACIL

10.2.7 It was pointed out by the Commission that a few officers from Air India had submitted petitions to the Commission for redress of their grievances and the Commission had taken up those cases with the management of Air India. CMD, NACIL assured that he would look into these cases within a period of one month and inform the Commission of the final position in respect of the following cases:

S.No.	Name of Employee/ petitioner	Subject	Reference No.
1	Shri Meer Singh, General Secretary, All India Confederation of SC/ ST Organisations (Regd.), Karol Bagh, New Delhi	Vindictive termination of services of air hostesses	NCST letter No. MS/ 3/ 2009/ MCVL 1/ SEOTH / RU-III dated 17/4/2009 and 28/4/2009
2	Smt. Daisy Sangma, Manager Housekeeping, Central Hotel, Delhi Airport,	Alleged use of abusive and filthy language by commodore (Retd) D. Jena M.D. of CHDA against the petitioner with the intention to threaten and insult her.	Representation dated 1/6/2009 addressed to the CMD, NACIL , Mumbai with a copy endorsed to the Commission. It was taken with NACIL management vide NCST's letter No. 26/1/2009/Service/RU-III dated 8/7/2009
3	Sh. Dolma Lama Mawroh, C-1/17 Indian Airlines Colony, Vasant Vihar, New Delhi	Denial of reservation to her daughter (an ST candidate) in appointment to the post of Cabin Crew in Air India.	Air India letter No. DP/SC/ ST dated 24/4/2009
4	Shri Meer Singh, General Secretary, All India Confederation of SC/ ST Organisations (Regd.), Karol Bagh, New Delhi	Denial of promotion to Shri Rebat Pal, Sr. Manager, Air India, New Delhi to the post of General Manager by disallowing him the benefit of protection clause/ concession in terms of the Deptt of Public Enterprises's instruction vide their OM No. 6/11/2004-DPE (SC/ST Cell) dated 8 November 2004 raising the ultimate salary for the purposes of giving concession / protection in post filled by promotion by selection within Group 'A' from Rs. 9100 to Rs. 20800 p.m. w.e.f. 1.1.1996 in respect of the SC/ST officers working in CPSUs, and his harassment by the management during the course of his training at IGRUA by way of	NCST D.O. letter No. R.Pal/ Service/ CA/Promotion/Delhi /2008/0168/RU-I/ RU-III dated 24/3/2009 addressed to CMD, AIR India, Mumbai



recovering Rs. 2.9 lakhs  
from him in respect of  
extra flying hours.

10.2.8 In the case of Shri Rebat Pal, Sr. Manager, Air India, it was brought to the notice of CMD, NACIL that the DoPT's vide their OM No. 36028/21/2003-Estt. (Res.) dated 29/1/2004 provided that in promotions by selection to posts within Group 'A' which carry and ultimate salary or Rs. 18300 (Rs. 20800 in case of CPSUs) per month, the SC/ ST officers who are senior enough in the zone of consideration for promotion so as to be within number of vacancies for which select list has to be drawn up, would be included in that list provided they are not unfit for promotion. Shri Pal had alleged that he had been denied the benefit of these concessions in the matter of his promotion to the post of General Manager. CMD, NACIL was informed that in one of the hearings held in the Commission at New Delhi, the Air India had stated that the above referred instructions of DoPT/ Deptt. of Public Enterprises were not applicable in Air India. The Commission had referred this matter to the Ministry of Civil Aviation and had asked them to make it clear whether the above statement made by Air India was correct. At the time of meeting with CMD, NACIL at Mumbai, the Commission had not received any reply from the Ministry of Civil Aviation. The Commission, had, however, noted that the instructions issued by the Deptt. of Public Enterprises's vide their OM No. 6/11/2004-DPE (SC/ST Cell) dated 8 November, 2004 (referred to above) have been circulated by the Ministry of Civil Aviation to Air India and other Units for information and compliance. During the course of hearing, the Commission had observed that the action taken by Air India not to allow the benefit of protection clause to Shri Rebat Pal in the matter of his promotion to the post of General Manager was in violation of the instructions of the DoPT . CMD, NACIL was also asked by the Commission to indicate whether the benefit of protection clause was being given to SC/ST employees in Air India in promotions by selection within Group 'A' or not. The Commission also stated that Air India had introduced an element of interview for promotion to the post of General Manager and SC/ST candidate were being denied the benefit of protection clause on the basis of their not obtaining the minimum qualifying marks in the interview. The Commission observed that this system had resulted into circumventing the provisions of the above referred OMs of DoPT and DPE.

10.2.9 The Commission observed that the introduction of the element of qualifying test and/ or interview for assessing the suitability of the candidates for promotion to various categories of posts within Group A had resulted in the deprivation of the benefits of protection clause to the officers belonging to SC/ST categories. It was pointed out by the Commission that this procedure had diluted the instructions of the Govt. to promote the SC/ST officers to certain categories of posts within Group A without applying any other norms through qualifying test and/ or interview. The Commission observed that the requirement of obtaining a minimum qualifying marks in the written examination/ interview had had overriding effect on the Govt. instructions which only provide that in case the SC/ST officer(s) was senior enough (as mentioned above) to be covered within the number of vacancies to be filled, his/her name would be included in the select list for promotion unless he/she was otherwise found unfit for promotion. The Commission suggested that there was an urgent and imperative need to revise / modify the existing instructions regarding obtaining of minimum qualifying marks in the written test and/ or interview for promotion to certain categories of posts within Group A to provide that these instructions will not be applicable in case of an officer belonging to SC or ST in case that officer was within the number of vacancies in the zone of consideration and the overall appraisal of his/ her performance based on the assessment of his ACRs over a period of time had revealed that the officer concerned was not unfit for promotion. CMD, NACIL stated that he would look into this issue and come back to the Commission shortly.

**17.07.2009 (FRIDAY)**

**11 Review of the State of Maharashtra**

**11.1 MEETING WITH THE CHIEF SECRETARY AND OTHER SENIOR LEVEL OFFICERS OF MAHARASHTRA TO REVIEW VARIOUS DEVELOPMENT PROGRAMMES, ATROCITIES ON STs AND THE IMPLEMENTATION OF SERVICE SAFEGUARDS AVAILABLE TO STs**

11.1.1 The State Government informed that due to certain preoccupations, Chief Secretary could not attend the meeting. The State Govt. was represented by Dr.P.S. Meena, the Secretary, Tribal Development.

11.1.2 The Commission noted that the information furnished by the State Govt. for the review was not complete in all areas and didn't include position on implementation of NAREGA Scheme, service safeguards, implementation of Forest Rights Act.

11.1.3 The Commission was informed about implementation of various educational schemes viz. Govt. Ashram School, Junior Colleges (attached to Govt. Ashram School), Aided Ashram School, Junior College (attached to Aided Ashram School) and also various facilities / incentives viz. Hostels for tribal students, Eklavya Modern School, Vocational Training Centres, Inservice Training of the Teachers of Govt. and Aided Ashram Schools, Computer Training for the Students and Teachers of Govt. Ashram Schools, Special Incentives to Tribal Girls, Award of prizes to Tribal students who stands in merit list at SSC & HSC Board Examination at Divisional level, Scholarship and conveyance allowance to 8<sup>th</sup> & 12<sup>th</sup> std. physically handicapped tribal students, Scholarship to the Tribal students prosecuting medical education and allied courses in private educational institutions, Kanya Daan Scheme in Tribal areas of the state, Post matric scholarship for ST students (Centrally sponsored scheme), Maintenance allowance to ST students staying in Hostels attached to Professional courses, etc.

11.1.4 The Commission was also informed about the various development related schemes in tribal areas viz. empowerment of landless tribals living below the poverty line, Thakkar Bappa Tribal Village Integrated Improvement Programmes, Nucleus Budget (State Level), Health Enhancement Programme (Jamkhed Project), Janutkarsh programme (BAIF MITRA), Supply of Electric Motor Pumps and oil engines, PVC pipe to STs, Supply of Domestic gas for (14.2 kg) to BPL tribal families, supply of Milch Animal unit (2 cows, 2 buffalow, 10+1 Goat Unit) to BPL Tribal families.

11.1.5 The various schemes being implemented under Special Central Assistance and Article 275(1) of the Constitution were also reviewed. As per the guidance of the Central Government funds are distributed areaswise. 30% are utilized for infrastructure development. Preference is given to tribal women and primitive tribal groups families.

11.1.6 The Commission noted that performance in Govt. Ashram Schools and Aided Ashram Schools is comparable and had registered significant improvement. Regarding Hostels facilities, it was emphasized by the Commission that excess capacity has been reported in respect of hostels for girls. It was explained by the State Govt. that extra cushion had been kept taking into account the likely increase in the number of girls students as a result of special initiatives taken by the state Govt. to improve educational standards in tribal areas. Regarding vocational training, the Commission impressed upon

that the existing trades / disciplines in which training is being imparted should be continuously reviewed in line with the emerging requirements of the industry.

11.1.7 The Commission noted that in the year 2009-10, an outlay of Rs.1287.35 lakh only was provided as against Rs.2344.80 lakh in the year 2008-09. The provision for the current year is significantly lower. It was explained by the State Govt. that the outlay was based on the projection of the demand and an additional fund would be provided through reappropriation from other provisions in which cushion was already existing to take care additional requirements. Regarding implementation of schemes under Nucleus Budget, the State Govt. clarified that release of funds was strictly in accordance with the laid down criteria and guidelines.

11.1.8 The Commission noted that the pre-military and police training centres being run by the State Govt. to promote recruitment of STs to State Police Force, CRF & Army, etc. at 9 places have yielded significant achievement in terms of employment of the tribals. In the district of Nasik, about 70% boys and 50% girls have got employment as a result of training.

11.1.9 The Commission enquired about the pending applications with the Scrutiny Committee for validation of Caste Certificates. It was explained by the State Govt. that about 26,000 applications were cleared in a year. However, pendency as on date is about 34000. About 10 to 12% cases have been found to be false. During the year 2007- 08 and 2008-09, about 110 persons have been prosecuted. The Commission observed that there is a need to expedite clearance of cases in a time bound manner. Secretary Tribal Development assured that the matter will be looked into by the State Govt.

Action by: Tribal Deptt., Govt. of Maharashtra

11.1.10 The Commission was informed that the cases of atrocities on STs registered during the year 2004 was 233 while the figures relating to 2008 is 286. At the end of the year, 78 cases were pending for investigation by the Police. As regards disposal of the cases by the Courts, it was informed that 1332 cases were pending at the end of the year 2008 and after adding the cases received during January - March 2009, the pendency has increased to 1345 cases.

11.1.11 It was also noted that the conviction in these cases was very low ranging from 4% to 9% in the year 2008 while no case ended in conviction during the year 2009. It was explained that the reason for large scale acquittal was due to delay in disposal of cases whereby the witnesses either lose interest in the case or turn hostile and in many cases, the victim itself also lose interest in pursuing the case. The State Govt. was of the view that the position can improve only if exclusive Special Courts / Fast Track Courts are setup to dispose the cases under the POA Act, instead of the designated Courts which are already overloaded with other cases.

11.1.12 It was intimated by the State Govt. that 92,000 vacancies were existing, out of which 23,000 pertains to ST categories. It was desired by the Commission that the State Govt. should take immediate action to fill up the backlog vacancies in a time bound manner. Further, the complaints regarding non-tribals occupying the posts reserved for STs reported to be about 22,000 in the meeting, should be investigated at the earliest.

Action by: Govt. of Maharashtra

11.1.13 Regarding implementation of various schemes under NAREGA, it was explained by the State Govt. that the scheme was being implemented mainly in tribal areas of the state and the work even beyond the stipulated 100 days was being provided wherever demanded, irrespective of the limit fixed under NAREGA scheme. The payment beyond 100 days was being borne by the State Govt. Thus, the Scheme has been very fruitful in providing employment to the tribals. However, in some Districts, the labour was getting higher wages outside the NAREGA project and therefore, the response under NAREGA was not demanding and therefore, achievement under the scheme was appearing low.

11.1.14 The Commission also reviewed the position regarding implementation of Forest Rights Act. It was informed by the State Govt. that in the 1st phase, awareness programme and capacity building at Panchayat Samiti and District level and Village level were undertaken through NGOs wherever necessary. Appropriate training modules were also framed for this purpose. However, detailed information was not provided by the State Govt. in respect of setting up of Committees at various levels, and the no. of claims for settlement received, no. of claims settled and the no. of Adhikar Patra (Certificates of Right) issued so far.

11.1.15 The State Govt. informed that the prevalence of sickle cell anemia was prominent in Nagpur, Gadchiroli, Nandurbar and nearby areas. It was also informed that at the present Research Centre at Nagpur, about 12% of the cases of blood test were found to have this disease. There is no remedy for permanent cure. However, the steps can be taken to check the spread of the disease which includes testing of blood before marriage and ensuring that both the spouses are not carrier of the disease, otherwise the children of such persons are bound to carry the same disease. The State Govt. was advised to open the Research Centres in the Tribal Areas.

Action by: Govt. of Maharashtra

11.1.16 During further discussions, the State Govt. informed that an amount of Rs.700/- is being paid for institutional deliveries and that Rs.500/- were being paid for deliveries at home.

## **11.2 MEETING WITH CHIEF MINISTER, GOVT. OF MAHARASHTRA**

The Commission apprised the Chief Minister outcome of its visit to the tribal areas and major areas of concern emerged from the discussion held with the State Govt. authorities. The Chief Minister assured that necessary action would be taken by the State Govt. on the suggestions made by the Commission on various issues.

No.36028/21/2003-Estt.(Res)  
Government of India  
Ministry of Personnel, Public Grievances & Pensions  
Department of Personnel & Training

....

New Delhi ,Dated :the 29<sup>th</sup> January,2004

OFFICE MEMORANDUM

**Subject:** Concessions to Scheduled Castes and Scheduled Tribes in post filled by promotion by selection – posts within Group A (Class I)

The undersigned is directed to invite a reference to the Ministry of Home Affairs OM No.1/9/69-Estt.(SCT) dated 26<sup>th</sup> March, 1970 which, as amended vide this Department OM No.36012/12/88-Estt.(SCT) dated 21.9.1988, provides that in promotions by selection to posts within Group A (Class I) which carry an ultimate salary of Rs.5700/- per month or less, the Scheduled Caste/Scheduled Tribe officers, who are senior enough in the zone of consideration for promotion so as to be within the number of vacancies for which the select list has to be drawn up, would be included in that list provided. They are not considered unfit for promotion. The scales of pay of Group A post have been revised on the basis of the recommendations of the 5<sup>th</sup> Central Pay Commission. Keeping that in view, it has been decided that orders contained in the aforesaid OM would apply to promotions by selection to posts within Group A carrying an ultimate Salary of Rs.18300/- or less in the revised scale of pay.

2. All Ministries/Departments are requested to bring the above decision to the notice of all concerned.

(K.G. Verma)  
Deputy Secretary to the Govt .of India

1. All Ministries/Departments of the Government of India.
2. Union Public Service Commission, Dholpur House, New Delhi.
3. Staff Selection Commission, CGO Complex, Lodi Road, New Delhi.
4. Department of Economic Affairs (Banking Division), Jeevan Deep Building, New Delhi.
5. Department of Economic Affairs (Insurance Division), Jeevan Deep Building, New Delhi.
6. Department of Public Enterprise, CGO Complex, New Delhi.
7. National Commission for Scheduled Castes and Scheduled Tribes, V th Floor, Lok Nayak Bhavan, New Delhi.
8. National Commission for Backward Classes, Trikoot-I, Bhikaji- Cama-Place, R.K. Puram, New Delhi.
9. Ministry of Social Justice & Empowerment, Shastri Bhavan, New Delhi.
10. Ministry of Railways, Railway Board, Rail Bhavan, New Delhi.
11. Ministry of Home Affairs, New Delhi.
12. Ministry of Communications (D/o Posts), New Delhi.
13. Ministry of Communication (D/o Telecommunications) New Delhi.
14. Office of the Comptroller & Auditor General of India, 10, Bahadur Shah Zafar Marg, Delhi.

15. Spare copies-200.

WIRELESS

UNCLASS

CRASH

FROM: THE SECRETARY, NATIONAL COMMISSION FOR SCHEDULED TRIBES, 6TH FLOOR, LOKNAYAK BHAWAN, NEW DELHI.

TO. CHIEF SECRETARY, GOVT. OF MAHARASHTRA, MUMBAI.  
RPT. SECRETARY, HOME DEPARTMENT, GOVERNMENT OF MAHARASHTRA  
RPT. DIRECTOR GENERAL OF POLICE, MUMBAI, MAHARASHTRA  
RPT. SECRETARY, TRIBAL WELFARE DEPARTMENT GOVT. OF MAHARASHTRA, MUMBAI.  
RPT. SECRETARY TO GOVERNOR, MAHARASHTRA,  
RPT. SECRETARY TO CHIEF MINISTER, MAHARASHTRA  
RPT. MD, MAHARASHTRA STATE, TRIBAL DEVELOPMENT CORPORATION, NASIK  
RPT. COMMISSIONER, TRIBAL DEVELOPMENT GOVT. OF MAHARASHTRA, NASIK  
RPT. CHIEF PROTOCOL OFFICER, GOVT. OF MAHARASHTRA, MUMBAI.  
RPT. COMMISSIONER OF POLICE, MUMBAI, MAHARASHTRA  
RPT. SECRETARY, DEPARTMENT OF Atomic Energy, ANUSHAKTI BHAWAN, C S M MARG, MUMBAI.  
RPT. CMD, AIR INDIA (NATIONAL AVIATION COMPANY OF INDIA LTD), MUMBAI  
RPT. CHAIRMAN, MUMBAI PORT TRUST, MUMBAI, MAHARASHTRA.  
RPT. CHAIRMAN, RASHTRIYA CHEMICALS & FERTILIZERS LIMITED, PRIYADARSHINI BUILDING, EASTERN EXPRESS HIGHWAY , SION, MUMBAI  
RPT. DISTRICT COLLECTOR, AHMEDNAGAR, MAHARASHTRA.  
RPT. DISTRICT COLLECTOR, AURANGABAD, MAHARASHTRA.  
RPT. DISTRICT COLLECTOR, NASIK, MAHARASHTRA.  
RPT. SUPDT. OF POLICE, AHMEDNAGAR, MAHARASHTRA.  
RPT. SUPDT. OF POLICE, AURANGABAD, MAHARASHTRA.  
RPT. SUPDT. OF POLICE, NASIK, MAHARASHTRA.  
RPT. DCP SECURITY, DELHI POLICE, DELHI  
RPT. ASSISTANT DIRECTOR, NATIONAL COMMISSION FOR SCHEDULED TRIBES, NIRMAN SADAN, BHOPAL.

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NO. TP/CP/NCST/2009/11

DATED 07.07.2009

SMT. URMILA SINGH, HON'BLE CHAIRPERSON, NATIONAL COMMISSION FOR SCHEDULED TRIBES HAVING THE STATUS OF UNION CABINET MINISTER, SHRI MAURICE KUJUR, HON'BLE VICE-CHAIRPERSON, HAVING THE STATUS OF MINISTER OF STATE, SHRI ADITYA MISHRA, JOINT SECRETARY, SHRI R.C. DURGA, DIRECTOR, SHRI K.N. SINGH, PS TO CHAIRPERSON AND SHRI K.C. BEHERA, PS TO VICE-CHAIRPERSON WILL VISIT MAHARASHTRA STATE AS PER THE TOUR PROGRAMME GIVEN BELOW (.) [CONTACT NO. 9868500255]

**12.07.2009 (SUNDAY)**

1300 HRS	DEP. DELHI	<b>BY IC-887</b>
1640 HRS	ARR. AURANGABAD	
1730 HRS	DEP. AURANGABAD FOR FIELD VISIT	
2100 HRS	ARR SANGAMNER (AHMEDNAGAR DISTRICT)	
	NIGHT HALT AT SANGAMNER	

**13.07.2009 (MONDAY)**

1000 HRS	FIELD VISIT	<b>BY ROAD</b>
1600 HRS	ARR NASIK	
1630 HRS	MEETING WITH DISTRICT COLLECTOR, SUPDT. OF POLICE AND OTHER DISTRICT LEVEL OFFICERS TO DISCUSS THE IMPLEMENTATION OF PROGRAMMES FOR DEVELOPMENT OF SCHEDULED TRIBES, ATROCITY AND OTHER MATTERS	

NIGHT HALT AT NASIK

**14.07.2009 (TUESDAY)**

1100 HRS MEETING WITH TRIBAL COMMISSIONER, DISTRICT COLLECTOR, MD, MAHARASHTRA STATE, TRIBAL DEVELOPMENT CORPORATION AND OTHER SENIOR LEVEL OFFICERS AT NASIK

1300 HRS DEP FIELD VISIT TO TRIBAL AREAS **BY ROAD**

2100 HRS ARR TROMBAY (BARC-DEPARTMENT OF ATOMIC ENERGY)

NIGHT HALT AT TROMBAY

**15.07.2009 (WEDNESDAY)**

0930 HRS VISIT TO BARC

1030 HRS MEETING WITH REPRESENTATIVES OF SC/ ST EMPLOYEES WELFARE ASSOCIATIONS OF VARIOUS ORGANISATIONS UNDER DEPARTMENT OF ATOMIC ENERGY.

1130 HRS MEETING WITH SECRETARY & SENIOR OFFICERS OF THE DEPARTMENT OF ATOMIC ENERGY AND ITS ORGANISATIONS TO REVIEW IMPLEMENTATION OF SERVICE SAFEGUARDS AND OTHER MATTERS FOR STs IN VARIOUS ORGANISATIONS OF DEPARTMENT OF ATOMIC ENERGY AND ALSO TO DISCUSS THE PENDING ISSUES WHICH HAVE ALREADY BEEN REFERRED BY NATIONAL COMMISSION FOR SCHEDULED TRIBES, PARTICULARLY THOSE RELATING TO BARC, MUMBAI, RR CAT, INDORE, HEAVY WATER PLANT, RAWATBHATA , INDIAN RARE EARTHS LIMITED, MUMBAI AND NUCLEAR FUEL COMPLEX, HYDERABAD ETC.

1400 HRS DEP TROMBAY **BY ROAD**

1500 HRS ARR MUMBAI

1530 HRS MEETING WITH REPRESENTATIVES OF ST EMPLOYEES WELFARE ASSOCIATION(S) OF MUMBAI PORT TRUST

1630 HRS MEETING WITH CHAIRMAN, MUMBAI PORT TRUST, MUMBAI TO REVIEW IMPLEMENTATION OF SERVICE SAFEGUARDS AND OTHER MATTERS FOR STs IN MUMBAI PORT TRUST

NIGHT HALT AT MUMBAI

**16.07.2009 (THURSDAY)**

0900 HRS MEETING WITH TRIBAL REPRESENTATIVES

1030 HRS MEETING WITH REPRESENTATIVES OF SC/ ST EMPLOYEES WELFARE ASSOCIATION(S) OF RASHTRIYA CHEMICALS & FERTILIZERS LIMITED FOLLOWED BY MEETING WITH CMD, RASHTRIYA CHEMICALS & FERTILIZERS LIMITED, TO REVIEW IMPLEMENTATION OF SERVICE SAFEGUARDS AND OTHER MATTERS OF ST EMPLOYEES AND DISCUSSIONS ON PENDING CASES INCLUDING THE REPRESENTATION OF SHRI S M NANDANWAR.

1430 HRS MEETING WITH ST EMPLOYEES OF NACIL / AIR INDIA AND REPRESENTATIVES OF ASSOCIATIONS/ ORGANISATIONS/ CONFEDERATIONS WORKING FOR WELFARE OF ST EMPLOYEES.

1530 HRS MEETING WITH CMD, AIR INDIA, TO REVIEW IMPLEMENTATION OF SERVICE SAFEGUARDS AND OTHER MATTERS OF ST EMPLOYEES AND ALSO THE PENDING ISSUES RELATING TO ST EMPLOYEES AND THOSE REPRESENTED BY VARIOUS ASSOCIATIONS/ CONFEDERATIONS OF SC/ ST EMPLOYEES WHICH HAVE BEEN REFERRED BY NATIONAL COMMISSION FOR SCHEDULED TRIBES.

NIGHT HALT AT MUMBAI

**17.07.2009 (FRIDAY)**



0900 HRS MEETING WITH TRIBAL REPRESENTATIVES

1030 HRS MEETING REPRESENTATIVES OF ST EMPLOYEES OF GOVT. OF MAHARASHTRA

1130 HRS MEETING WITH CHIEF SECRETARY, DGP, SECRETARIES OF VARIOUS DEPARTMENTS AND ALL OTHER SENIOR LEVEL OFFICERS OF MAHARASHTRA TO REVIEW THE IMPLEMENTATION OF SERVICE SAFEGUARDS AND VARIOUS DEVELOPMENT PROGRAMMES AVAILABLE TO THE SCHEDULED TRIBES AND ATROCITIES ON SCHEDULED TRIBES IN THE STATE.

MEETING WITH CHIEF MINISTER, GOVT. OF MAHARASHTRA (TO BE ARRANGED BY SECRETARY TRIBAL WELFARE DEPARTMENT)

MEETING WITH HIS EXCELLENCY GOVERNOR OF MAHARASHTRA (TO BE ARRANGED BY SECRETARY TRIBAL WELFARE DEPARTMENT)

1900 HRS DEP MUMBAI **BY IC-888**

2115 HRS ARR DELHI

REQUEST TO MAKE APPROPRIATE ARRANGEMENTS FOR RECEPTION, TRANSPORT, ACCOMMODATION AND SECURITY FOR THE HON'BLE CHAIRPERSON, HON'BLE VICE-CHAIRPERSON AND OTHER OFFICIALS AS PER PROGRAMME(.)

GOVT. OF MAHARASHTRA, DEPARTMENT OF ATOMIC ENERGY, MUMBAI PORT TRUST, RCF AND NACIL / AIR INDIA TO ADVISE THE ST EMPLOYEES AND REPRESENTATIVES OF VARIOUS ST EMPLOYEES WELFARE ASSOCIATIONS TO PRESENT AND DISCUSS THEIR ISSUES AND GRIEVANCES BEFORE THE COMMISSION IN THE MEETING AS PER PROGRAMME(.)

ASSISTANT DIRECTOR, NCST, BHOPAL WILL TIE UP THE ARRANGEMENTS WITH GOVT. OF MAHARASHTRA AND ACCOMPANY THE COMMISSION AS PER PROGRAMME(.)

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Not to be telegraphed:

Copy along with four additional copies to the Officer-in-charge, Police Wireless Unit, Ministry of Home Affairs, Block No. 9, CGO Complex, Lodhi Road, New Delhi with the request to transmit the same to the concerned authorities.

**(R.C. DURGA)**

DIRECTOR

TEL: 011-24624714 (O)

FAX: 011-24624191 (O)

Copy forwarded for information to:

1. PS to Chairperson / PS to Vice-Chairperson
2. PPS to Secretary, / PS to Joint Secretary, NCST
3. PS to Hon'ble Minister for Tribal Affairs, Shastri Bhawan, New Delhi.
4. PPS to Secretary, Ministry of Tribal Affairs, Govt. of India, Shastri Bhawan, New Delhi.
5. Director (Coord Cell) NCST
6. Under Secretary (Estt/Genl), NCST

Copy for information to:

- (i) Shri R.K. Meena, Atomic Energy, SC & ST Employees Welfare Association, CAT, Indore,
- (ii) Shri B.B. Naik, General Secretary, DAE SC & ST Employees Welfare Association, Rawatbhata (Raj.)
- (iii) Shri S.M. Nandanwar (IREL), RCF Colony, Chambur, Mumbai
- (iv) Shri Meer Singh, General Secretary, All India Confederation of SC/ ST Organisations (Regd.),

**DIRECTOR National Commission for Scheduled Tribes**

**Questionnaire for Review meeting sent to Department of Atomic Energy vide letter No. 18/2/09-Coord. dated 27/4/2009**

**List of cases to be discussed with CPSUs at Mumbai from 15.07.2009 to 17.07.2009**

Name of Organisation: DEPARTMENT OF ATOMIC ENERGY

S.No.	Name of Employee/ petitioner	Subject	Reference No.
1	Shri N.L. Meena, Scientific Assistant/ D, Heavy Water Plant, Rawatbhata/ Shri B.B. Naik, General Secretary, DAE SC & ST Employees Welfare Association, Rawatbhata (Raj.)	Grant of relaxation in qualifying standard to ST employees in matter of promotion- illustrative case of Shri N.L. Meena, Scientific Assistant, Heavy Water Board, Rawatbhata (Raj).	Hearing held on 31/1/2008 in National Commission for Scheduled Tribes, New Delhi  DAE Letter No. 17/1(5)/2006-SCS/2421 dated 7/4/2008 forwarding action taken statement on the decision taken in the hearing held on 31/1/2008
2	Shri R.K. Meena, Atomic Energy, SC & ST Employees Welfare Association, CAT, Indore	Action taken in connection with appointment of Shri K.C. Arya, as ST candidate in Raja Ramanna Center for Advance Technology (RRCAT), Indore (M.P)	-do-
3	Shri R.K. Meena, Atomic Energy, SC & ST Employees Welfare Association, CAT, Indore	Grievances/ demands of SC/ ST Employees Welfare Association of the Department.	-do-
4	Shri M. Narayanan, Manager (Stores), Indian Rare Earths Ltd., Manavalakurchi, Distt. Kanyakumari (Tamil Nadu)	Alleged harassment and denial of promotion	DAE Letter No. 3/13(2)/2006-PSU/6541 dated 18/12/2008
5	Sh. Hanuman Prasad Meena, Scientific Assistant/D. Heavy Water Project, Deptt. of Atomic Energy, Kota (Rajasthan)	Re-designating the post of Scientific Asstt. B from the date of initial appointment	H-7/Atomic Energy-4/2006/ST/SSW/RU-III
6	Sh. R. Gema Naik, UDC, Administration Nuclear Fuel Complex, Hyderabad	Filling up of backlog vacancy in the post of Assistant Accountant in N.F.C. Hyderabad.	A-3/Atomic Energy-01/Services/07/RU-III

**Questionnaire for Review meeting sent to./ AIR India (National Aviation Company of India Ltd.) vide letter No. 18/2/09-Coord. dated 27/4/2009 and the reply to the Questionnaire has been received.**

Name of Organisation: National Aviation Company of India Ltd. /AIR INDIA

S.No.	Name of Employee/ petitioner	Subject	Reference No.
1	Shri Meer Singh, General Secretary, All India Confederation of SC/ ST Organisations (Regd.), Karol Bagh, New Delhi	Vindictive termination of services of air hostess	NCST letter No. MS/ 3/ 2009/ MCVL 1/ SEOTH / RU-III dated 17/4/2009 and 28/4/2009
2	Sh. Daisy Sangma, Manager Housekeeping, Central Hotel, Delhi Airport,	Abusive and filthy language by commodore (Retd) D. Jena M.D. of CHDA Against the undersigned with the intention to threaten and insult.	Representation dated 1/6/2009 addressed to the CMD, NACIL , Mumbai. NCST letter No. 26/1/2009/Service / RU-III dated 8/7/2009
3	Sh. Dolma Lama Mawroh, C-1/17 Indian Airlines Colony, Vasant Vihar, New Delhi	Reservation for Scheduled Tribes in appointment to the post of Cabin Crew in Air India.	Air India letter No. DP/SC/ ST dated 24/4/2009
4	Sh. Rebat Pal, Sr. Manager/ Shri Meer Singh, General Secretary, All India Confederation of SC/ ST Organisations (Regd.), Karol Bagh, New Delhi	Harassment in relation to training at IGRUA and denial of promotion of Sh Rebat Pal F/E in Northern Region of Indian Airlines	NCST D.O. letter No. R.Pal/ Service/ CA/Promotion/Delhi /2008/0168/RU-I/ RU-III dated 24/3/2009 addressed to CMD, AIR India, Mumbai

**Questionnaire for Review meeting sent to Mumbai Port Trust vide E-mail ID [sqtahiliani@hotmail.com](mailto:sqtahiliani@hotmail.com)**

Name of Organisation: MUMBAI PORT TRUST

S.No.	Name of Employee/ petitioner	Subject	Reference No.

**Questionnaire for Review meeting sent to Department of Atomic Energy vide letter No. 18/2/09-Coord. dated 27/4/2009**

Name of Organisation: RASHTRIYA CHEMICAL & FERTILISERS LTD.

S.No.	Name of Employee/ petitioner	Subject	Reference No.
1	Shri Shashikant M. Nandanwar, Dy. Manager (Admn.), RCF, Mumbai	Victimization under the pre-text and revenge in the matter of Ms. Madhuri S. Nandanwar an employee of RCF.	RCF Letter No. RCF/CMD/09 dated 15/1/2009 addressed to Ministry of Chemical and Fertilizers

Name of Organisation:


Copy for information to:

- (i) Shri R.K. Meena, Atomic Energy, SC & ST Employees Welfare Association, CAT , Indore,
- (ii) Shri B.B. Naik, General Secretary, DAE SC & ST Employees Welfare Association, Rawatbhata (Raj.)
- (iii) Shri S.M. Nandanwar (IREL), RCF Colony, Chambur, Mumbai
- (iv) Shri Meer Singh, General Secretary, All India Confederation of SC/ ST Organisations (Regd.), Karol Bagh, New Delhi

6	Shri B.S. Meena, President, Anushakti Dr. Ambedkar SC/ST Employees Welfare Association, Rawatbhata, Rajasthan	Grievances of ST Employees working at Rajasthan Atomic Power Station, NPCIL - request for early redressal.	NPCIL letter No. RR Site/ HRM/ 2008/S/ 446 dated 04/8/2008
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