



F.No. Review/15/NICL (M/o Finance)/2023-SSW

राष्ट्रीय अनुसूचित जनजाति आयोग

National Commission for Scheduled Tribes

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

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

6th floor, LokNayakBhawan,
Khan Market, New Delhi

Dated: - 28.07.2023

To,

Smt. Suchita Gupta,
Chairman Cum Managing Director,
National Insurance Company Ltd.,
3, Middleton Street,
Prafulla Chandra Sen Sarani,
Kolkata-700071 (West Bengal)
(Ph No. 033-22831705)
(Email: suchita.gupta@nic.co.in)

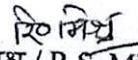
Sub: Presentation on reservation and roaster, loan given to Scheduled Tribes and any other issues related to STs.

महोदया,

I am directed to enclose herewith a copy of the minutes of review meeting held under the Chairmanship of Shri Ananta Nayak, Hon'ble Member, National Commission for Scheduled Tribes (NCST) on 06.07.2023 at 3:00 PM in NCST (Conference room), Loknayak Bhawan, Khan Market, New Delhi on the above mentioned subject.

2. It is requested that the action taken/ to be taken on the recommendations/ suggestions may be submitted to NCST within 30 days from receipt of the letter, for placing it before the Hon'ble Member, NCST.

Yours faithfully,


(आर.एस.मिश्र / R.S. Misra)
अनुसंधान अधिकारी / Research Officer
Tel:- 011-24641640

Copy for information

1. PS to Hon'ble Member, NCST.
2. NIC, NCST for uploading on the website of the Commission

राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes

MINUTES OF THE REVIEW MEETING HELD WITH THE OFFICERS OF THE NATIONAL INSURANCE COMPANY LTD. (NICL) REGARDING RESERVATION, ROSTER, LOAN GIVEN TO SCHEDULED TRIBES AND OTHER ISSUES RELATED TO SCHEDULED TRIBES IN THE COUNTRY.

[File No Review/15/NICL (M/o Finance)/2023-SSW]

Date of Review: 06th July, 2023 at 03:00 PM

Lok Nayak Bhawan, New Delhi

The National Commission for Scheduled Tribes (NCST) is a constitutional body set up under Article 338A of the Constitution of India to investigate and monitor all matter relating to protection, welfare and socio-economic development of Scheduled Tribes in the country. As per constitutional provisions, the Union and every State Govt. shall consult the Commission on all major policy of decisions affecting Scheduled Tribes. The Commission is required to present to the Hon'ble President of India reports upon working of those safeguards and all such reports are to be laid before each House of Parliament alongwith Memorandum explaining the Action Taken or propose to be taken on the recommendations relating to the Union and the reasons for non- acceptance, if any, of any of such recommendations.

2. In pursuance of above constitutional mandate, a Review Meeting was undertaken by Shri Ananta Nayak, Hon'ble Member, National Commission for Scheduled Tribes (NCST) on 06.07.2023 with the Chairman-Cum-Managing Director and other officers, National Insurance Company Ltd. (NICL) to review the reservation, roster, loan given to Scheduled Tribes and other related issues pertaining to Scheduled Tribes.

3. The list of Officers, who present in the Review Meeting is Annexed.

4. At the beginning of Review Meeting, the Research Officer, NCST introduced the Hon'ble Member, NCST, Secretary, NCST, Director and other officers of NCST and requested to NICL officers to introduce themselves. The Officers of NICL introduced themselves. The CMD, NICL welcomed the Hon'ble Member, Secretary, Director and other officers of NCST. Secretary, NCST has drawn the attention of the Officers of NICL towards duties, powers and functions of NCST, in brief. Thereafter, CMD, NICL apprised the Commission about the history & background of the NICL and activities taken by the NICL for Scheduled Tribes employees and the welfare of Scheduled Tribes in the country. A Power-point presentation about company's profile, manpower, reservation, roster, vacancies, promotion, compassionate appointment, CSR activities and schemes being implemented for welfare of SC/ST/OBC employees was made. It was informed that the NICL has its head office at Kolkata and around 883 offices in India and Nepal employee strength 8457. It was informed that the 39 Divisional Offices (DO), Regional Offices (RO), Branch Offices (BO), Business Centre (BC) and Hub (claims/under writing/health etc.) are in Tribal Areas (Assam, Meghalaya, Tripura and Mizoram States) and 446 Divisional Offices (DO), Regional Offices (RO), Branch Offices (BO), Business Centre (BC) and Hub (claims/under writing/health etc.)



अनंत नायक/ANANTA NAYAK

सदस्य/Member

राष्ट्रीय अनुसूचित जनजाति आयोग

NATIONAL COMMISSION FOR SCHEDULED TRIBES

भारत सरकार/Govt. of India

नई दिल्ली/New Delhi

are in the States having Vth Scheduled Areas. It was also informed that since 2018-19, no new funds allocated for CSR. However, there has been brought forward unspent amounts against different ongoing projects and the amount spent in the last five years for CSR was related to the areas of education, sanitation and drinking water, health care and medical facilities, welfare and rehabilitation of under privileged and differently – abled persons. There is no recruitment for class 2 from 1995 and officers from 2015 and 2017 respectively. The 26 persons of ST category has been appointed by the company on compassionate grounds since 2017-18 to 2023-24.

The NICL has also informed about Dr. Ambedkar Welfare Trust schemes, which are implementing for extending benefits to SC/ST/OBC employees. The scheme provides reimbursement of school fees, books and school uniforms for children of part time/full time of employees; reimbursement of expenses towards cost of books, fees incurred for MBBS, MBA, Engineering, LLB for the children of SC/ST/OBC employees of Class -1 (upto scale-1), Class-II and Class-III. In addition to that scholarship for higher education are also implemented under Dr. Ambedkar Welfare Trust which provides Rs. 25,000/- as Scholarship for Higher Education, i.e Medical, MBA, LLB, Engineering and PH. D for the child of class 4th SC/ST/OBC employees and a laptop or Rs. 25,000/- whichever is less to the child of SC/ST employees, who stood first in the respective State/UT of class 10th & 12th and Rs. 11,000/- for weeding of One daughter of class 4th SC/ST employee. The Board approved Transfer Policy and while implementing transfer utmost care is taken that the SC/ST category officers are not placed at dis-advantage than general category officers. As per transfer and mobility policy of the company, the company accommodates ST employees at the nearest available station during any promotional transfer/any other transfer due to office exigency and office re-structuring. Additionally, a transfer and posting guidelines is devised every year to cater to the promotional posting and for inviting request transfers for particular year.

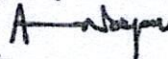
5. The Commission observed that the company has informed about the Liaison Officers, but there is no detail of the present incumbent appointed as LO in the company. There is no information about the Internal Grievance Committee, as suggested by NCST in August, 2021 to M/o Finance, D/o Financial Services.

6. **Observations of the Commission are:**

- (a) The Commission appreciate identifying the locations of the offices in the Tribal Areas and Scheduled Areas in the country.
- (b) The Commission appreciates for consideration of the cases of dependent of ST employees, on compassionate appointment.

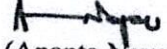
7. **Recommendations of the Commission are as under:**

- (a) Number of ST candidates promoted to the higher post on own merits during last three years.
- (b) Number of ST employees appointed in Scheduled Areas.
- (c) The rosters may be made available online for easy access to the ST employees. The last dates of inspection of rosters may be communicated to NCST.
- (d) The minutes of last meeting held by the Management of NICL with SC/ST Employees Welfare Association of the NICL and action taken by the management thereon may be provided.



अनंत नायक/ANANTA NAYAK
सदस्य/Member
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NATIONAL COMMISSION FOR SCHEDULED TRIBES
भारत सरकार/Govt. of India
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- (e) Data related to ST beneficiaries under Dr. Ambedkar Welfare Trust schemes during last three years may be supplied. It is also suggested that data related to ST beneficiaries of the schemes of NICL/activities under Dr. Ambedkar Welfare Trust schemes may be segregated, in future.
- (f) Agents/representatives of the company may be sensitized about the problems of Scheduled Tribes – especially in the Odisha State.
- (g) The Internal Grievance Committee (IGC) may be constituted in the NICL for redressal of grievances of ST employees related to their services, as advised by the NCST vide DO letter No. 18/01/NCST(IGRC)2021-Coord dated 03.08.2021 to Ministry of Finance.



(Ananta Nayak)

Member, National Commission for Scheduled Tribes

New Delhi

अनंत नायक/ANANTA NAYAK

सदस्य/Member

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NATIONAL COMMISSION FOR SCHEDULED TRIBES

भारत सरकार/Govt. of India

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Annexure

List of participants of the review meeting with National Insurance Company Ltd. of India Officers held on 06.07.2023 at 03:00 PM under the Chairmanship of Shri Ananta Nayak, Hon'ble Member, NCST at Lok Nayak Bhawan, Khan Market, New Delhi regarding Reservation, Roster, Loan Given to Scheduled Tribes and other issues related to Scheduled Tribes.

I	<u>National Commission for Scheduled Tribes</u>
1.	Smt. Alka Tiwari, Secretary
2.	Shri Surat Singh, Director
3.	Shri S. P Meena, Dy. Director
4.	Shri R. S Misra, Research Officer
5.	Shri R.K Tripathy, Spl. Rapporteur
II	<u>NATIONAL INSURANCE COMPANY LTD.</u>
1.	Smt. Suchita Gupta, CMD
2.	Shri Peter Chittaranjan, General Manager & Director
3.	Shri S. Kantha Rao, DGM
4.	Shri Ravindra Bowgal, Chief Manager & CLO