



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)

File No. Review/48/FCTL/2024-SSW

Dated: 20/03/2024

To,

Shri S C Mudgerikar,  
Chairman & Managing Director,  
Fertilizers and Chemicals Travancore Ltd. (FCTL),  
Eloor Rd, Udyogmandal, Eloor,  
District- Ernakulam – 683501  
(Kerala)  
(Email: [cmd@factld.co.in](mailto:cmd@factld.co.in))  
(Ph No. 0484-2545418)

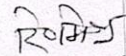
Sub: Review of constitutional Safeguards for Scheduled Tribes of Fertilizers and Chemicals Travancore Ltd. (FCTL).

महोदय,

I am directed to refer to the subject cited above and to enclose copy of minutes of Review Meeting held under the Chairmanship of Smt. Alaka Tiwari, Secretary, National Commission for Scheduled Tribes (NCST) on 29.02.2024, FACT at Ernakulam (Kerala).

It is requested that the report on action taken/ to be taken on the recommendations may be sent within 30 days from receipt of the letter, for placing it before the Hon'ble Commission.

Yours faithfully,

  
(आर.एस.मिश्र/R.S. Misra)  
अनुसंधान अधिकारी/Research Officer  
Ph No. 011-24641640

Copy for information to:

1. PS to Secretary, NCST
2. O/o JS, NCST
- ✓ 3. NIC, NCST for uploading on the website of the Commission

राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes

**REPORT AND RECOMMENDATIONS AND MEASURES TO BE TAKEN BY THE FERTILIZERS AND CHEMICALS TRAVANCORE LTD., KOCHI (FACT) FOR EFFECTIVE IMPLEMENTATION OF CONSTITUTIONAL SAFEGUARDS AND REVIEW AND MONITORING OF SCHEMES FOR THE PROTECTION, WELFARE AND SOCIAL ECONOMIC DEVELOPMENT OF THE SCHEDULED TRIBES BY THE NATIONAL COMMISSION FOR SCHEDULED TRIBES.**

[File No. Review/48/FCTL/2024-SSW]  
Date of Review: 29.02.2024 at Kochi, (Kerala)

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 matters relating to protection, welfare and socio-economic development of Scheduled Tribes in the Country. As per the constitutional provisions, the Union and every State Govt. shall consult the Commission on all major policy decisions affecting Scheduled Tribes. The Commission presents its Reports to the Hon'ble President of India and all such Reports of the Commission upon the working/implementation of the Constitutional safeguards provided for Scheduled Tribes are to be laid before each House of Parliament along with Memorandum explaining the Action Taken or proposed to be taken on the recommendations relating to the Union and the reasons for non- acceptance, if any, of any of such recommendations by the Ministry of Tribal Affairs, Government of India.

2. Smt. Alka Tiwari, Secretary, NCST and other Senior Officials of the Commission took review meeting with the CMD & other senior officer of FACT (under the control of M/o Chemicals and Fertilizers, D/o Fertilizers), Kochi on 29.02.2024 to evaluate the working of constitutional safeguards available to the Scheduled Tribes in the FACT and to review implementation of various service safeguards and other developmental schemes/programmes for the welfare and development of Scheduled Tribes employees and Scheduled Tribes of the country.

3. The list of Officers of FACT, present in the Review Meeting at 16:00 Hrs and office bearers of Federation of SCs & STs Employees (FACT), Kochi and Federation of Central Government SCs & STs Employees (Kerala), Ernakulam, who attended the meeting at 15:00 Hrs on 29.02.2024 at FACT, Kochi (Kerala) is Annexed.

4. Before the Review Meeting on 29.02.2024, the Secretary, NCST along with Joint Secretary and other officials of the Commission had interaction and discussion with office bearers of Federation of SCs & STs Employees (FACT), Kochi and Federation of Central Government SCs & STs Employees

(Kerala), Ernakulam on the problems and difficulties faced by ST employees in the FACT. The officer bearers of the Federation of SCs & STs Employees (FACT), Kochi and Federation of Central Government SCs & STs Employees (Kerala), Ernakulam have drawn the attention of the Commission on the following issues:-

- (1). FACT Management to ensure adequate representation of ST in all categories of posts.
- (2). Backlog post reserved for STs may be filled.
- (3). The CLR and Ad-hoc employees from ST category in FACT are posted to perform various duties. Some of them are well qualified and facing age bar for applying for other regular posts. The FACT management may consider the qualified CLR and Ad-hoc employees for internal vacancies.
- (4). Pre-promotion training may given to ST candidates.
- (5). Cut off marks to be relaxed for ST candidates for the post of technician Group B.
- (6). The total strength and post for STs therein may be furnished to the SC/ST Employees Welfare Association of the FACT.
- (7). Training may be given to ST employees for enhancing their skills for promotion to the higher post.
- (8). Structured meeting not conducted in time between the SCs & STs Employees Welfare Association / Federation of FACT and management of FACT. The minutes / decision of the meeting may also be communicated to the association / federation.
- (9). Reservation policy not followed for contractual appointments.
- (10). The ST candidate appointed through Special Recruitment Drive may be promoted.
- (11). Promotion of Shri Vinu K.V., (badge No. 200006), Engineer (Production) Phosphoric Acid Plant, Kochin may be considered.

5. After meeting with office bearers of Federation of SCs & STs Employees (FACT), Kochi and Federation of Central Government SCs & STs Employees (Kerala), Ernakulam, the Secretary, Joint Secretary and other Sr. Officers of NCSST reviewed FACT with the CMD and Sr. Officers of FACT regarding issues affecting the Scheduled Tribes employees in FACT. After a round of introduction and

briefing from Dy. Director, NCST regarding functions and duties of the NCST, the CMD, FACT apprised the Commission about the activities being undertaken by the FACT for welfare and protection of Scheduled Tribes Employees followed by short-film (about the FACT) and a power point presentation regarding concessions / relaxations given to STs in direct recruitment, mechanism to ensure proper implementation of reservation policy, measures taken for welfare of STs working in the FACT.

#### **6. Observations:**

In the reply to NCST Questionnaire, the FACT has informed that the total number of employees in the company were 7994 (as on 02.07.1997), 2852 (as on 31.03.2014) and 1546 (as on 31.03.2023). As on 31.03.2023, the total No. of employees were 1546. The Group A category employees were 315 out of which 16 belong to ST category constituting 5.08%; Group B category employees were 937 out of which 27 belong to ST category constituting 2.88%; Group C category employees were 215 out of which 06 belong to ST category constituting 2.79% and Group D category employees were 79 out of which 02 belong to ST category constituting 2.53%. The total No. of employees reported for different years were varied. It was informed that around 1300 tribal student of Akal Vidyalaya of Wyanad District (Kerala) were covered under CSR activities. The utilization of fund allocated under CSR activities during 2022-23 and 2023-24 were not satisfactory.

#### **7. Recommendations:-**

After detailed discussion with CMD & other Sr. Officers of FACT on various issues affecting the Scheduled Tribe employees in FACT, the following recommendations are made:-

- a. Detail of subsidy given to ST farmers during last three financial year by the FACT may be furnished.
- b. Scheduled Tribes dealers may be given sufficient representation.
- c. Recruitment Rules for various posts need to be reviewed keeping in view the interest of ST employees.
- d. Total sanctioned strength and STs therein may be furnished.
- e. The roster for various posts to be online and also to be shared with the office bearers of Federation / Association of the SC/ST Employees Welfare of the FACT.
- f. The Liaison officer and Members of various DPCs may be given training about the reservation policy and rules related to services.
- g. There is need to ensure ST representation in the higher posts (i.e Executive Director and other higher posts) of the FACT.
- h. Special training / programmes may be arranged / imparted to ST employees for enhancing their skills for betterment and promotion to the higher posts.

- i. The minutes of structured meeting with management and Federation of SCs & STs Employees (FACT), Kochi and Federation of Central Government SCs & STs Employees (Kerala), Ernakulam may be shared with the Association. The action taken report on the points/recommendation/suggestions of the previous meetings may also be brought in the next meeting.
- j. An Internal Grievance Redressal Committee for STs (as advised by NCST in August, 2021 to All Central Ministries/Department for setting up in the PSUs/subordinate offices, copy of the composition of the committee is enclosed) may be setup and informed to all office bearers of Federation / association of SCs & STs Employees Welfare Association of FACT.
- k. List of ST students of one hundred ten Ekal Vidyalaya of Wyanad District of Kerala covered under CSR activities by the FACT may be furnished.
- l. Action may be taken on the issues raised by the Federation of SCs & STs Employees (FACT), Kochi and Federation of Central Government SCs & STs Employees (Kerala), Ernakulam as mentioned in Para 4.

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**Annexure**

List of participants of the Review Meeting held on 29.02.2024 at FACT, Kochi (Kerala) under the Chairmanship of Smt. Alka Tiwari, Secretary, NCST, New Delhi.

<b>I</b>	<b><u>National Commission for Scheduled Tribes</u></b>
1.	Shri K. Touthang, Joint Secretary
2.	Shri R.K. Dubey, Dy. Director
3.	Shri R. S Misra, Research Officer
<b>II.</b>	<b><u>FACT</u></b>
1.	Shri S C Mudgerikar, CMD
2.	Shri Anupam Misra, Director (Marketing)
3.	Shri Sakthimani S, Director (Finance)
4.	Dr. Jayachandran K, Director (Technical)
5.	Shri Manikkuttan R ED (PC)
6.	Ms. Maria Varghese, GM (HR & A)
7.	Shri Dilip Mohan, DGM (HR)
8.	Shri Nandhakumar K A, AGM (HR)
9.	Shri Siju Jose T, AGM (HR)
10.	Shri Ajmal K. J., SM (HR)
11.	Ms. Divya George, SM (HR)
<b>III.</b>	<b><u>Federation of SCs/STs Employees (FCSCSTE) (FACT) and Federation of Central Govt. SCs/STs Employees (FCSCSTE), (Kerala) at Ernakulam</u></b>
1	Shri D.M. Gandhi, President, FCSCSTE
2	Shri Suresh P.K, Vice-President, FCSCSTE
3	Shri Sunil Kumar K.A, President, FCSCSTE
4	Shri Ajesh, Joint Secretary, FCSCSTE
5	Shri Manu.V.R, Secretary, FCSCSTE
6.	Shri Abhijit N.N, Executive Member, FCSCSTE
7.	Shri Mukesh C.G, Vice-President, FCSCSTE
8.	Shri M.T. Balakrishnan, Secretary, FCSCSTE
9.	Shri Tiji Kumar, Joint Secretary, FCSCSTE
10.	Shri Amit Kumar, Member, FCSCSTE