



Speed Post

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)

F.No. Review/6/SAIL/2024

Dated:- 10.09.2024

To,

Shri Amarendu Prakash
Chairman,
Steel Authority of India Ltd.- SAIL,
Ispat Bhawan, Lodhi Road, New Delhi-110003
Email: chairman.sail@sail.in,
Phone:- 011-24367313

Sub:- Review of Constitutional Safeguards for Scheduled Tribes of Steel Authority of India Ltd (SAIL) and its six units at Ranchi.

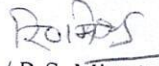
महोदय,

I am directed to enclose herewith a copy of the minutes of the review meeting held under the Chairmanship of Shri Nirupam Chakma, Hon'ble Member, National Commission for Scheduled Tribes and Dr. Asha Lakra, Hon'ble Member, National Commission for Scheduled Tribes on 22.08.2024 at Ranchi (Hotel BNR Chanakya) on the above mentioned subject.

It is requested that the action taken/ to be taken in the matter may be submit to NCST within 30 days from receipt of the letter, for taking appropriate action.

Yours faithfully,

Encl:- As above


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

Copy for information

1. PS to Hon'ble Member (Shri NC).
2. PS to Hon'ble Member (Dr. AL)
3. PSO to Secretary, NCST
4. ✓ NIC, NCST for uploading on the website of the Commission

राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes

REPORT AND RECOMMENDATIONS ON THE MEASURES TO BE TAKEN BY STEEL AUTHORITY OF INDIA LTD (SAIL) AND ITS SIX UNITS AT RANCHI 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/6/SAIL/2024-SSW

Date of Review: 22.08.2024 at Ranchi, (Jharkhand)

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. In pursuance of the above Constitutional mandate, Shri Nirupam Chakma, Hon'ble Member, NCST and Dr. Asha Lakra, Hon'ble Member, NCST, Smt. Alka Tiwari, Secretary to the Govt. of India, NCST and other Officers/ Officials of the Commission took review meeting with the Head of six units of SAIL at Ranchi to evaluate the working of constitutional safeguards available to the Scheduled Tribes in the SAIL and to review implementation of various service safeguards and other developmental schemes/programmes for the welfare and development of Scheduled Tribe employees and Scheduled Tribes of the country.
3. The list of Officers of SAIL (its six units), present in the Review Meeting at 10:30 AM and office bearers of SC/ST Employees Welfare Association, SAIL Units, Ranchi, who attended the meeting at 10:00 AM on 22.08.2024 at SAIL(Hotel BNR Chanakya) at Ranchi is Annexed.
4. Before the Review Meeting on 22.08.2024, Shri Nirupam Chakma, Hon'ble Member, NCST and Dr. Asha Lakra, Hon'ble Member, NCST, Smt. Alka Tiwari, Secretary to the Govt. of India, NCST and other Officers/ Officials, NCST had interaction and discussion with Office bearers of the SC/ST Employees Welfare Association, SAIL Units, Ranchi on the problems and difficulties faced by ST employees in the SAIL (its six units). The office bearers of SC/ST Employees Welfare Association, SAIL Units, Ranchi have drawn the attention of the Commission on the following issues:-

- (i) The representation of STs at the Executive level specially in the Board of Directors is negligible.
- (ii) There is no ST representation in the Performance Management Committee for various posts of the SAIL.
- (iii) Discriminatory treatment in recognition and opportunities for deputing ST Employees for Foreign Tours
- (iv) De-centralisation of recruitment of various posts by the Management due to which the ST posts have become very less.
- (v) There are no details of sanctioned posts of SAIL due to which the ST reservation is not implemented properly.
- (vi) The rosters for various posts are not maintained.
- (vii) The existing Transfer Policy may be modified / updated, as the Management is frequently targeting the ST employees.
- (viii) Structured meeting between the SC/ST Employees Welfare Association, SAIL Units, and Chairman of SAIL may be conducted once in a year.
- (ix) The Higher Qualification may be given weightage in the RRs for the next promotion.
- (x) Protection should be given to Liaison Officer for ST Employees of SAIL so that the issues pertaining to STs may be raised fearlessly.
- (xi) The cases of ST Employees who completed the desired time period for promotions from E7 to E8 may be re-examined.

5. After discussion with office bearers of the SC/ST Employees Welfare Association, SAIL Units, Ranchi, the Commission took the review meeting of the six units of SAIL. Commission observed that Shri Amarendu Prakash, Chairman, SAIL was not present in the review meeting. No convincing reason has been cited in the letter for exemption request by SAIL Chairman. Commission viewed this seriously as a disrespect to the Constitutional body and decided to call for a written explanation and personal appearance before the Commission. However, the Commission took the review meeting with other present Sr. officials of SAIL and with the Head of six units (i.e. (i) Executive Director, Research & Development Centre for Iron and Steel (RDCIS), (ii) Executive Director, Centre for Engineering Technology (CET), (iii) Chief General Manager, Management Training Institute (MTI), (iv) Executive Director, Digital Transformation (SDTD), (v) Chief General Manager, Sail Safety Organisation (SSO), (vi) General Manager, Corporate Raw Material Groups (RMG) regarding issues affecting the Scheduled Tribes employees in SAIL. After a round of introduction and briefing from Sr. officers of NCST regarding functions and duties of the NCST, the Head of All Six Units apprised about the activities being undertaken by their units for welfare and protection of Scheduled Tribes Employees followed by a power point presentation. In the presentation, the background, objectives and achievement of the units were informed.

6. Observations:

In the reply to NCST Questionnaire, SAIL (its six units) has informed that staff strength in the units as on 31.03.2024 are as under:-

Name of the Unit	Category of Post	Total no. of Employee	No. of Employees		Percentage	
			SC	ST	SC	ST
RDCIS	A	140	15	9	10.7	6.40
	B	10	0	2	0.0	20.0
	C	20	1	7	5.0	35.0
	Total	170	16	18	9.40	10.6
CET	A	177	17	11	9.6	6.2
	B	8	-	-	-	-
	C	6	1	2	16.66	33.3
	Total	191	18	13	9.42	6.8
SSO	A	15	3	0	20.0	-
	B	3	0	0	-	-
	C	0	0	0	-	-
	Total	18	3	0	16.07	-
MTI	A	21	1	3	4.8	14.3
	B	17	1	7	5.9	41.2
	C	3	0	1	00	33.3
	Total	41	2	11	4.9	26.8
RMG	A	3	0	0	0.0	0.0
	B	0	0	0	0.0	0.0
	C	1	0	1	0.0	100.0
	Total	4	0	1	0.0	25.0
SDTD	A	6	1	1	16.7	16.7
	B	0	0	0	0.0	0.0
	C	0	0	0	0.0	0.0
	Total	6	1	1	16.7	16.7


It was also observed that the staff strength in three units is decreasing during 07.07.1997 to 31.03.2024 (i.e. RDCIS, CET and MTI), increasing in only one unit (i.e. SSO) and stable in RMG unit. Only six number of employee is reported in SDTD (as on 31.03.2024), as there was no earlier information. The Liaison Officer nominated by the SAIL was not in position to speak fearlessly about the welfare and protection of ST Employees of SAIL before the Management. Under CSR activities, there is need to monitor/ recheck the programmes being implemented by the SAIL in the Scheduled Tribes inhabited areas.

7. Recommendations:-

After detailed discussion with the Head of All Six Units of SAIL on various issues affecting the Scheduled Tribe employees in SAIL, the following recommendations were made:-

- (i) Action/ to be taken on the issues raised by SC/ST Employees Welfare Association, SAIL Units, Ranchi, which are mentioned in Para 4, may be furnished.
- (ii) The category wise sanctioned strength position, total number of employees and number of ST employees therein of all six units of SAIL as on 07.07.1997 and 31.03.2024 may be furnished.
- (iii) Recruitment Rules for various posts need to be reviewed keeping in view the interest of ST employees.
- (iv) The roster for various posts (both online & offline) to be made available to the office bearers of SC/ST Employees Welfare Association, SAIL Units, Ranchi.
- (v) The action taken report on the recommendations/ suggestions made in the last meeting between the SC/ST Employees Welfare Association and the Management of SAIL should be included in minutes of the next meeting.
- (vi) Protection may be given to Liaison officer of ST Employees of SAIL. So that he/she can put the issues of ST before the management freely in time bound manner.
- (vii) Details of ST employees promoted during last ten years from E7 to E8 may be furnished.
- (viii) The Transfer Policy for Executive and Non Executive posts may be supplied.
- (ix) Special training / programmes may be organised/imparted to ST employees for enhancing their skills for betterment and promotion to the higher posts and foreign tours.
- (x) The details of employees and number of ST therein who performed foreign tours during last five years may be provided.
- (xi) Number of total HoD and ST HoD in all six units of SAIL during last three years may be provided.
- (xii) Copy of the rules for extending the benefits of Higher Qualification to employees including ST employees may also be provided.
- (xiii) The officers/officials may be sensitised about the ST employees.

- (xiv) The office bearers of SC/ST Employees Welfare Association may be asked to bifurcate the ST Employees Welfare Association in the SAIL, as the National Commission for Scheduled Castes and Scheduled Tribes have been bifurcated in two separate Commissions.
- (xv) A meeting between the SC/ST Employees Welfare Association and the Chairman of SAIL may be arranged once in a year.
- (xvi) Under CSR activities, setting up of coaching centre for preparation of UPSC (IAS) and JPSC (PCS) exams may be initiated.
- (xvii) Under CSR activities, setting up of ST hostels in the state of Jharkhand may be initiated.
- (xviii) The Liaison Officer may be sent for training regarding reservation policy and other Welfare Activities for STs.
- (xix) The Liaison Officer for ST in the SAIL is advised, while circulating the minutes of the meeting between the SC/ST Employees Welfare Association and Management of SAIL, to mention "copy for information and necessary action to" and not to be "distributed".
- (xx) 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 of Central Govt. SCs & STs Employees Welfare Association SAIL, New Delhi and Ranchi.



(Nirupam Chakma)
Member
National Commission for Scheduled Tribes
Govt. of India
New Delhi

निरुपम चाकमा / Nirupam Chakma
सदस्य / Member
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
भारत सरकार / Government of India
नई दिल्ली / New Delhi

List of participants of the meeting held on 22.08.2024 at 10:00 AM under the Chairmanship of Shri N. Chakma, Hon'ble Member and Dr. Asha Lakra, Hon'ble Member, NCST with the Sr. officers of SAIL and its six units at Ranchi .

I <u>National Commission for Scheduled Tribes</u>			
1.	Smt. Alka Tiwari Secretary		
2.	Smt. M. Ingudam Director		
3.	Shri R. S Misra Research Office		
4.	Shri P.K Das Research Officer - RO NCST, Ranchi		
5.	Shri Gaurav Kumar PS to Hon'ble Member (Shri N. Chakma)		
6.	Shri Kusheswar Sahu PS to Hon'ble Member (Dr. Asha Lakra)		
7.	Shri S. Soren Legal Advisor, NCST		
II <u>SAIL and its six units at Ranchi (RDCIS, CET, MTL, SSO, SDTD and RMG)</u>			
Sr. No.	Name and Designation (in Capital Letters)	Address & Phone No.	Signature
1.	PRABHAT KUMAR HORD, DGM (HR) LET & L.O. for sc/st employees SAIL UNITS RANCHI	S.P. Colony, Rebedih, PO: Doranda, Ranchi - 834002	 22/08/24
2.	SMARAJIT JEE JACHUCK CGM (HR) RDCIS & L.O. (HR) SAIL Ranchi units	Room-21 IEH/SAIL SATELLITE COLONY, RANCHI	 22/08/24
3.	SANJAY DHAR CGM (HR-LEAD), MTL, SAIL RANCHI	MTL, SAIL, SHYAMALI COLONY DORANDA, RANCHI Phone No: 8351244178	 22/08/24
4.	VED PRAKASH ED (SDTD), RANCHI/SAIL	SDTD / RDCIS Shyamali colony, Doranda Ranchi	 (9986810567)
5.	SHRAWAN KUMAR VERMA EXECUTIVE DIRECTOR CET / RANCHI	ISPAT BHAVAN DORANDA, RANCHI - 834002 (* 8386274021)	
6.	SANDIP KUMAR KAR EXECUTIVE DIRECTOR RDCIS (SAIL) RANCHI	ISPAT BHAVAN DORANDA (8986880012) RANCHI -	
7.	SHASHI VASHISHTA CGM (Safety) SAIL Safety Organization, Ranchi	Ispat Bhawan Doranda Ranchi (8986880377)	
8.	RAJ KUMAR SINHA CGM (F&A), Ranchi UNITS	Ispat Bhawan 1st floor Ranchi 8386880026	
9.	SUNIL KUMAR GUPTA CGM (RMG), RANCHI	ISPAT BHAVAN DORANDA, 2nd floor, RANCHI - 834002 (8477702375)	

10	Pradip Kumar Tamarla DGM, CET	K 112, Mecon Colony, Ranchi P: 8986880404	
11	Sushanshu Kumar AGM(HR), CET	Plot no G120, SAIL Satellite Colony Ranchi - 834004	Sushanshu
12	Shailasa Bhawati GM(HR) RDCIS.	Satellite Colony Ranchi	Shailasa
13	Roushan Kumar SM(HR), RDCIS	satellite colony Ranchi	Roushan
14	Hemmu Tohra GM & HOD (C&S), SAIL/CET	Airport Road, Khokhma Toli Hinwa Ranchi	Hemmu
15	Heena Kerketta Assistant (HR) CET	B-162 Satellite colony	Heena
16	Smeeeta Kijur Sr. Mgr (RDCIS)	C-137 Satellite colony	Smeeeta
17	Pratish M Hembram GM (Head) MTI	Shyamali Colony Barnadar Ranchi	Pratish
18	Archana Sharan GM(A, C&T), RDCIS	Satellite Colony Ranchi	Archana
19	Ruma Bharti GM (Electrical), CET	Satellite Colony 8986880513	Ruma Bharti
20	SHABNAM SHADAB DGM (PURCHASE), MTI	Satellite colony 8986880635	Shabnam
21	Sanjay Sumari GM & HOD (U&S), CET/SAIL	Ratu Road, Ranchi 8986880491	Sanjay
22	AJAY KUMAR Mgr (Mech.), CET/SAIL	Satellite colony 8986880399	Ajay
23	Avinash K Jha GM/HR - CET	IEH, 8986872386	Avinash
24	Suman Kabjari Meher. AGM(HR), CET	SAIL Satellite E-133 colony. 8986880411	Suman
25	JAT PRAKASH K AMM (MTI)	SAIL Satellite 8986880621	Jat

List of participants of the meeting held on 22.08.2024 at 9:00 AM under the Chairmanship of Shri N. Chakma, Hon'ble Member and Dr. Asha Lakra, Hon'ble Member, NCST with the SC/ST Employees Welfare Association of SAIL (six units at Ranchi) on problems being faced by ST employees of SAIL and its six units.

I <u>National Commission for Scheduled Tribes</u>			
1.	Smt. Alka Tiwari Secretary		
2.	Smt. M. Ingudam Director		
3.	Shri R. S Misra Research Officer		
4.	Shri P.K Das Research Officer – RO NCST, Ranchi		
5.	Shri Gaurav Kumar PS to Hon'ble Member (Shri N. Chakma)		
6.	Shri Kusheswar Sahu PS to Hon'ble Member (Dr. Asha Lakra)		
7.	Shri S. Soren Legal Advisor, NCST		
II <u>SC/ST Employees Welfare Association of SAIL and its six units at Ranchi</u> <u>(RDCIS, CET, MTLSSO, SDTD and RMG)</u>			
Sr. No.	Name and Designation (in Capital Letters)	Address & Phone No.	Signature
1.	SMEETA KUJUR SR. MANAGER	SARAI TARDH HATMA MDRABADI RANCHI 8986880124	<i>Smeeta</i>
2.	MEENA KERKETTA ASSISTANT	B-162, Satellite Colony, SAIL Township.	<i>Meena</i>
3.	JAY PRAKASH K (^{MTI}) AMM (MTI)	B.37, Satellite - Final 8986880621	<i>Jay</i>
4.	Pradip Kumar Tamaria DGM (CET)	K112, Mecon Colony, Ranchi 8986880404	<i>Pradip</i>
5.	Hemmu Toppo GM & HOD (CPS) SAIL/CET	Airport Post Road Khokhna Toli Himro Ranchi	<i>Hemmu</i>
6.	Sanyam Suman GM & HOD (URS) CET, SAIL	Ratu Rd-Ranchi 8986880491	<i>Sanyam</i>
7.	B.R. Meena MGR (URS) CET, SAIL	Satellite Colony Ranchi 89868804958	<i>B.R. Meena</i>
8.	AJAY KUMAR MGR. (Mech.), CET/SAIL	Satellite Colony Ranchi 8986880392	<i>Ajay</i>
9.	DAISY M HEMBROW GM (Acad), MTI, SAIL	Shyamali Colony Doranda, Ranchi 8986880276	<i>Daisy</i>

