



सत्यमेव जयते

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/13/MormugaoPort/2024-SSW

Dated: 11.11.2024

To,

Dr. N. Vinodkumar,
Chairman,
Mormugao Port Authority,
Administrative Office,
Headland, Sada, Mormugao, Goa-403804.
Tel: 0832-2521100 ; Email : chairman@mptgoa.gov.in

Subject: Minutes of Review Meeting for implementation of Constitutional Safeguards for Scheduled Tribes of Mormugao Port, Goa.

महोदय,

I am directed to refer to subject cited above and to say that a Review Meeting was held under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, NCST on 30.10.2024 at Mormugao Port, Goa. A copy of the minutes of Review Meeting is enclosed herewith.

2. It is requested that Action Taken/to be taken on the recommendations may be submitted to NCST within stipulated time period.

Yours faithfully,


(P. Kalyan Reddy)
Director

Telephone: 011-24641640

Copy for information to:-

- 1-PS to Hon'ble Member (JH)
- ✓ 2. N.I.C. NCST, please upload on website.



File No.: TP/NCST/Member(JH)/2024/18

National Commission for Scheduled Tribes

Tour report of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes (NCST), New Delhi to Mormugao Port Trust, Goa to review the implementation of Constitutional Safeguards for Scheduled Tribes on 30.10. 2024(10.00 AM)

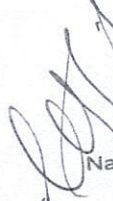
Tour report of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes (NCST), New Delhi to Mormugao Port Trust, Goa to review the implementation of Constitutional Safeguards on 30.10.2024

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 along with 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 the above constitutional mandate, Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes accompanied by Dr. P.Kalyan Reddy, Director, NCST and Shri Ashok Lakkarasu, PS to Hon'ble Member (JH) visited University of Hyderabad to understand the nature of grievances of STs in **Mormugao Port Trust, Goa** and redressal mechanism and to give certain recommendations for effective implementation of constitutional safeguards for the employees belonging to Scheduled Tribes.

3. The Commission has received certain representations from the ST employees with regard to the following issues. The Commission has made following observations.


1. The recruitment of the entry level posts is stopped as per the GoI directions. There are huge backlog vacancies in Class III and Class IV Category posts.


जाटोतु हुसेन / Jatothu Hussain
सदस्य / Member
भारत सरकार / Government of India
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
नई दिल्ली / New Delhi

2. The Reservations and Rosters shall be followed for the employment of contract and outsourcing staff employed for more than duration of 45 days. However it is not being followed.
3. There are certain single isolated posts without any avenues for the promotion channel. These are stagnant.
4. Prior intimation is not given to the ST Associations to represent their grievances
5. Some of the employees have represented that the Notification/Advertisement for the sanitary workers are issued mentioning that it is confined to SC/ST Candidates only which is appearing as discriminative.
6. As the pension corpus fund of Rs.2400 Cr is to be raised currently the CSR is spent meagerly as the corpus fund accrued till now is only Rs.1300 Cr.
7. The CSR fund is being spent not in ST Habitations but in the places as per the convenience of the MPT.
8. In certain posts like Marine pilot the skilled category, the ST candidates/applicants are not found, hence they are kept vacant and unfilled.
9. Some of the employees have represented that they are not being relieved by the administration though they got elevated posts.
10. It is also represented that Group C and Group D posts are filled as per the local reservations of the State and Group A and Group B posts as per GoI reservation percentages.

4. The Commission has made following recommendations.


1. The SC and ST Associations to be separated and full body for each of these may be constituted as the issues of SCs and STs vary.
2. The Management shall take up grievances every month and hold quarterly meetings with the employee Associations.
3. The MPT shall make a proposal for filling up of Group C and Group D Vacancies and special ST backlog recruitment drive.
4. It is to be ensured that reservations and rosters are followed in all contract and outsourcing jobs.


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5. Avenues shall be created for promotion channel of single isolated posts.
6. The ST employees may be relieved for career progression and elevation if they secure a higher cadre post.
7. The Reservations/Rosters in recruitment and promotions may be followed scrupulously.
8. The employees shall own the organization and work hard to generate profits. Only then the organization will survive and able to satisfy them in addressing all the grievances.
9. All the tender processes may be transparent.
10. The grievances of Mr.Pinto and others to be resolved by the management at the earliest.



5. The Commission desires that the Chairman and Management of the Mormugao Port Trust should dispose off the grievances highlighted in a time bound manner. The NCST will continue to provide support in addressing these challenges.


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6. Action Taken Report on the above may be furnished within 30 days of receipt of the Minutes of the Commission.



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