



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. NCST/SER-1604/MRLY/2/2024-SSW

Dated: 25.06.2025

The Chairman & CEO,  
Railway Board,  
Ministry of Railways  
Rail Bhavan,  
New Delhi- 110001  
Email Id: crb@rb.railnet.gov.in  
Tel. No: 01123384010

**Sub: Recognition of All India Scheduled Tribes Railway Employees Welfare Association - a representation dated 10.06.2024 from Shri D. Nataraju, General Secretary, All India Scheduled Tribes Railway Employees Welfare Association.**

Mam/Sir,

I am directed to enclose herewith a copy of the minutes of the sitting held under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes (NCST) on 17.06.2025 at NCST, New Delhi on the above mentioned subject.

2. It is requested that the action taken/ to be taken in the matter may be submitted to NCST within stipulated time from receipt of the letter, for placing it before Hon'ble Commission.

Yours faithfully,

(Dr. P. Kalyan Reddy)  
Director

E-mail:- kalyanreddy.p@ncst.nic.in Ph No. 011-20819841

Copy to:-

1. Shri D. Nataraju, 34 M.K.M Nagar Dr. Ambedkar College Road, Vyasarpadi, Chennai-600039, Mobile No: 9440520182
2. PS to Hon'ble Member (Shri Jatothu Hussain), NCST.
- ✓ 3. NIC, NCST for uploading on the website of the Commission.



**NATIONAL COMMISSION FOR SCHEDULED TRIBES**  
**NCST/SER-1604/MRLY/2/2024-SSW**

Minutes of the Sitting held under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes at Lok Nayak Bhawan, New Delhi in the case of Shri D. Nataraju, General Secretary, All India Scheduled Tribe Railway Employees Welfare Association regarding recognition of separate association for ST employees of Indian Railways.

**Date of the Sitting: 17/06/2025, 02:40 PM**  
**Participants in the Sitting: As per Annexure**

Shri D. Nataraju, General Secretary, All India Scheduled Tribe Railway Employees Welfare Association, Sullerupetta, Andhra Pradesh vide his representation dated 10.6.2024 has stated that a separate recognition should be granted to the All India Scheduled Tribe Railway Employees Welfare Association (Regd. No. 31/2006), distinct from the existing All India SC/ST Railway Employees Association. He contends that various governmental bodies, including the Ministry of Tribal Affairs, the National Commission for Scheduled Tribes, and the Ministry of Social Justice, have recommended such recognition. The petitioner highlights that separate ministries and commissions exist for Scheduled Castes and Scheduled Tribes, and their cultural and socio-economic issues significantly differ. Despite persistent efforts since 2006, the association has not been accorded due recognition. Given the existence of distinct associations for OBCs and SCs in the railway sector, the petitioner argues that Scheduled Tribe employees, numbering approximately one lakh, should also be granted an independent platform to address their concerns effectively. Furthermore, he emphasizes that granting this recognition would not disrupt the administrative or financial structure of the Railways. Citing precedents from Port Trust, Neyveli Lignite Corporation, and Chennai Petrochemical Ltd., where separate ST associations have been recognized, the petitioner urges immediate approval to safeguard the welfare and rights of ST railway employees.

2. In this matter a sitting was held on 10.02.2025 in which the following recommendations were made and minutes were sent on 21.2.2025 with request to submit the action taken report within 30 days from receipt of the minutes.

- The Indian Railways may consider to recognise a separate association for ST employees.
- The representatives of ST Association Sri D Nataraju, Southern Railways, NV Ramaniah, South Central Railway, DS Ramakumar, Integrated Coach factory and Sri M.Hariram, CCI/CCM Railnilayam, Secunderabad who have attended for the hearing may be provided special casual leave and on the day of hearing and during travel to NCST.

3. Executive Director, Estt. (Res.), Railway Board vide his letter dated 21.03.2025 has informed the Commission that while NFIR and AIRF federations along with recognized welfare associations like the All India SC/ST Railway Employees Association and All India OBC Railway Employees Federation represent various employee categories, the policy of the Ministry is to avoid further proliferation of associations to maintain unity and administrative feasibility. The demand of Shri D. Nataraju for separate recognition of the All India ST Railway Employees Welfare Association was examined, and the Board stated that the existing SC/ST Association already represents ST employees adequately. The Association also submitted its comments opposing the recognition of a separate ST body, citing risks of division, dilution of collective bargaining power, and potential weakening of the reservation implementation. NCST decided to discuss the issue with the authority and the petitioner on 17.06.2025. Accordingly, a Sitting Notice was sent on 09.06.2025.

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




4. Chairman & Chief Executive Officer, Railway Board, New Delhi vide letter dated 16.6.2025 has requested for exemption and deputed Executive Director Estt. (Reservation), Railway Board, New Delhi.

5. In the sitting, the Executive Director Estt. (Reservation), Railway Board and petitioners were present. The officials from Railway reiterated that the existing association was adequate and separate association would require a lot of administrative changes. The petitioners on the other hand vehemently requested for a separate association. The Commission observed with serious concern that in combined associations like the All India SC/ST Railway Employees Association, Scheduled Caste members vastly outnumber Scheduled Tribe members, resulting in persistent marginalization of ST voices. It has been noted that ST employees rarely hold key leadership positions, such as that of President or General Secretary, and their distinct cultural, socio-economic, and service-related concerns are often sidelined or suppressed. Despite repeated representations over the years, no separate ST association has been recognized. After sustained efforts by ST associations across departments and NCST, the Department of Financial Services (DFS) issued a circular in March 2025 directing all Banks and PSUs to allow formation and recognition of separate ST associations. In view of this development, the Commission is of the view that the Indian Railways, being one of the largest public sector employers, should also consider granting separate recognition to the All India ST Railway Employees Welfare Association to ensure fair and equal representation of ST employees within the organizational framework.

6. After discussion with the Executive Director Estt. (Reservation), Railway Board and petitioners, the following recommendations were made and action taken thereon may be submitted to NCST within 15 days from receipt of the minutes.

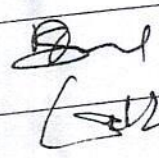
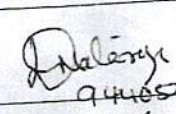
- The Indian Railways may expeditiously consider the modalities for recognising a separate association for ST employees on the lines of recent guidelines issued by DFS.
- The representatives of ST Association Sri D Nataraju, Southern Railways and other employees who have attended for the hearing may be provided special casual leave and on the day of hearing and during travel to NCST.

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



F.No.NCST/SER-1604/MRLY/2/2024-SSW

List of participants of the sitting held on 17.06.2025 at 02:40 PM under the Chairmanship of Shri Jatothu, Hussain, Hon'ble Member, NCST

Sl. No.	Name and Designation	Address & Phone No.	Signature
<b>I</b>			
<b>National Commission for Scheduled Tribes</b>			
1.	NCST Officials		
<b>II</b>			
<b>Chairman &amp; CEO, Railway Board</b>			
Sl. No.	Name and Designation	Address & Phone No.	Signature
1	P.K. SAFI EDC/RES	R.N-369, RL7 BOARD 9782769285	
	2. G. M. ...	11	
<b>III</b>			
<b>Petitioner</b>			
1	D. NATARAJU	NO. 36 H-1CM. Nagar, Vijayawada Chennai-29	
2	S. VENKATESH.	CHENNAI / SRIV.	9042875642
3	D. SRAMAKUMAR	ICF / Ch-38	7667718046
4	SUBBARAYUDH	SR / WKS	