



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 (RU-III)

Dated:-23.09.2025

To,

The Chairman & CEO
Railway Board
Ministry of Railways
Rail Bhavan, New Delhi, 110001

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 Jathothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes (NCST) on 8.9.2025 at NCST, New Delhi on the above mentioned subject.

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,


(P.Kalyan Reddy)
Director

Phone No. - 011-24641640

Copy to:-

1. Shri D. Nataraju,
General Secretary, All India Scheduled Tribes Railway Employees Welfare Association
34 M.K.M Nagar Dr. Ambedkar College Road
Vyasarpadi, Chennai-600039
2. PS to Hon'ble Member (Shri Jathothu Hussain), NCST.
3. NIC, NCST for uploading on the website of the Commission.

National Commission for Scheduled Tribes

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: 08/09/2025, 1:50 PM
Participants in the Sitting: As per Annexure
NCST/SER-1604/MRLY/2/2024-SSW

Shri D. Nataraju, General Secretary, All India Scheduled Tribe Railway Employees Welfare Association (Registered Office at Chennai) 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.

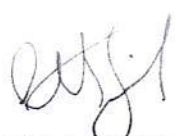
2. In the matter, sitting were held on 10.2.2025 and 17.6.2025. In the sitting held on 17.06.2025, the following recommendations were made and the minutes were circulated on 25.6.2025 with request to submit the ATR within 15 days from receipt of the minutes—

- 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"

3. The Railway Board, vide OM no. 2024/E(SCT)/1/22/16 dated 11.07.2025 has informed that the case regarding recognition of All India Scheduled Tribes Railway Employees Welfare Association was examined in light of the Department of Financial Services circular dated 22.04.2025, which states that separate SC/ST associations can hold meetings if they enjoy majority following within their categories. However, the Ministry observed that in Railways, a combined SC/ST association exists and the DFS circular does not prohibit such combined associations. Therefore, the existing system of a combined SC/ST association meets the requirement and the modalities of the DFS circular are not applicable to Railways. Further, necessary instructions have been issued to provide Special Casual Leave to officials who attended the sitting on 17.06.2025 at the Commission's office.

4. The petitioners vide letter dated 11.8.2025 has again requested for justice. Hence, the Commission decided to discuss the issue with the authority and the petitioner on 08.09.2025. Accordingly, a Sitting Notice was sent on 28.08.2025.

5. In the sitting, the Sr. officers of Railway Board were present on behalf of Chairman & CEO of Railway Board. The petitioners was also present. The petitioners has reiterated their earlier submissions and requested for recognizing of separate ST Employees Welfare Association. The Railway officials reiterated that the present SC/ST association was sufficient and that setting up a separate body for ST Employees Welfare Association would involve extensive administrative modifications. The petitioners, however, strongly pressed for the formation of a distinct association.



जाटोतु हुसैन / Jatothu Hussain
सदस्य / Member
भारत सरकार / Government of India
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6. The Commission expressed deep concern that in joint bodies like the All India SC/ST Railway Employees Association, the Scheduled Caste members heavily outnumber those from the Scheduled Tribes, leading to continued dilution of ST representation. It was pointed out that ST members rarely occupy top leadership roles such as President or General Secretary in the Associations and that their unique cultural, socio-economic, and service-related issues are frequently overlooked or minimized. Despite repeated appeals over the years, recognition for an independent ST association has not been granted. Following long-standing efforts by ST groups and the NCST, the Department of Financial Services (DFS) issued a circular in April 2025 permitting all Banks and PSUs to create and acknowledge separate ST associations. In light of this, the Commission considers that the Indian Railways, being among the largest public sector employers, should similarly grant recognition to the All India ST Railway Employees Welfare Association to secure equitable and adequate representation for ST employees.

7. Further, It was observed that the Government of India is well-wisher of the STs. Accordingly, in October 1999 had setup a separate Ministry for Scheduled Tribes i.e. Ministry of Tribal Affairs(carved out of Ministry of Social Justice and Empowerment).Thereafter, in year 2004 under Article 338A setup a separate National Commission for Scheduled Tribes (by bifurcation of National Commission for Scheduled Castes and Scheduled Tribes) and various organizations/schemes have been separated for welfare and advancement of Scheduled Tribes. Therefore, the demand of petitioners are justified as the employment and privileges of ST employees in the Railway stands on different footing vis-a-vis other class of employees

8. After discussion with the officers of Railway Board and petitioners, the following recommendations were made and action taken there on may be submitted within 30 days from receipt of the minutes.

- The Railway Board may consider to recognize a separate ST Welfare Employees Association in Railways and issue the advisory/ circular to all concerned. If, the Railway Board does not consider the issue, the Chairman and CEO of Railway Board may attend the next scheduled date of hearing with clear justification for opposing the said proposal.
- An ST Specific Grievance cell may be established at Board, Zonal levels preferably headed by ST Liaison officers.
- Independent representation of STs in Reservation monitoring cells may be ensured.
- The TA and Special Leave may be reimbursed / granted in favor of petitioners who attended the sitting, as per rules.


जाटोतु हुसैन / Jatothu Hussain
सदस्य / Member
भारत सरकार / Government of India
राष्ट्रीय अनुसूचित जनजाति आयोग
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List of participants of the sitting held on 08.09.2025 at 01.50 under the chairmanship of Shri Jatothu Hussain, Hon'ble Member, NCST at New Delhi.

Sr. No.	Name and Designation	Address & Phone No.	Signature
I <u>National Commission for Scheduled Tribes</u>			
1	Dr. P.K. Reddy Director		
2	NCST Officials		
II <u>Railway Board</u>			
Sr. No.	Name and Designation	Address & Phone No.	Signature
1)	S. VENKATESAN	6379398689 9042875042	[Signature]
2)	P. K. S. AFI. EDES RES	R.N. 364, Rm 21, Rail Bhawan, New Delhi	[Signature] 8882909285
3)	BRISHESH KUMAR DD/ECT-1 Goulam mandal	Room no - 451-A Rail Bhawan, New Delhi	[Signature] 977647402
4)	J. E. (RES.)	Room no - 156-A, Rail Bhawan, New Delhi	[Signature] 9717647205
III <u>Petitioner</u>			
1	D. Matoraya	9440520182	[Signature]
1)	S. VENKATESAN	9042875042	[Signature]
2	D. S. Rama Kumar	Ch. OS/ICF 7667718048	[Signature]
3	M. Hari Ram General Secy ICF	CC1/PCM ICF 9701370185	[Signature]
4	M. VENKATARAMANATH	9710189846	[Signature]
5	Rajeev Meena	9717635477	[Signature]
6	S. VAIKUNDAR	88129 G.2 B. CF 7401463874	[Signature]
7	UJWAL BECK	9337590817 CRP Div. SERLY	[Signature]
8	S. Subramaniam	9176870103 P/O/MAS/AR	[Signature]

D. SRINIVASA MURTHY OS/mech/DGL/B34 PF. 10593503 (SCR)	9505398615	D. Srinivasulu
M. SURESH (GNT) WELFARE Dept GUNTUR. (SCR)	791198213	GA
B. Shyam Rao SSE/Cum/Lt Col/SCR Encl. no 24905692A	M. R. F. A. 999389651	Byles
C. GOPAL RAO Sr. Tech/BZA (SCR)	940717285	Ch. Gopal Rao
T. SURUSHA KUMAR SS29/ECF/FUR	003142126	T. Surusha