



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)

File No.- NCST/SER-586/UP/4/2022-SSW-RU-IV

Date : 22.09.2025

To,

The Managing Director and CEO
Tata Communication Ltd
VSB, Mahatma Gandhi Marg
Mumbai -400001 (Maharashtra)

Sub: In-justice with ST employee by the Management of Tata Communication Ltd.,
Mumbai - a representation dated 26.04.2022 of the Assistant Secretary General,
Federation of SC/ST and OBC Employees of OCS/VSNL and TCL, New Delhi.

Sir,

I am directed to enclose herewith a copy of the Minutes of the sitting held on 28.08.2025 under the Chairmanship of Dr. Asha Lakra, Hon'ble Member, National Commission for Scheduled Tribes on the above mentioned subject for necessary action.

It is requested that compliance report in the matter on the recommendation may be furnished to this Commission within 30 days positively for placing the same before the Hon'ble Commission.

Yours faithfully

योगेंद्र प्र. यादव / Yogendra P. Yadav

उप सचिव / Deputy Secretary

E.mail ID: rahul.1424@ncst.nic.in

Copy for information to:-

Shri Pooran Chand

Assistant Secretary General,
Federation of SC/ST and OBC Employees of OCS/VSNL AND TCL,
Branch Office M-94, Pratap Vihar, SEC-12,
Ghaziabad-201009, Uttar Pradesh
Email- pooran.chand81@yahoo.com , Mob No- 9212705257

PS to Hon'ble Member (Dr. Asha Lakra)

NIC for uploading



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राष्ट्रीय अनुसूचित जनजाति आयोग National Commission for Scheduled Tribes

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File No. NCST/SER-586/UP/4/2022-SSW

Minutes of the sitting held under the chairmanship of Dr. Asha Lakra (Hon'ble Member NCST) on 28.08.2025 at Lok Nayak Bhawan, Khan Market, New Delhi regarding - In-justice with ST employee by the Management of Tata Communication Ltd., Mumbai - a representation dated 26.04.2022 of the Assistant Secretary General, Federation of SC/ST and OBC Employees of OCS/VSNL and TCL, New Delhi.

Date and Time of Sitting : 28.08.2025 at 11:40 am
Participants in the hearing - As per Annexure

The Assistant Secretary General of the Federation of SC/ST and OBC Employees of OCS/VSNL and TCL, in a representation dated 26.04.2022, has alleged that Tata Communications Ltd. (TCL) has unlawfully and discriminatorily terminated over 300 SC/ST employees of the erstwhile VSNL/OCS after its privatization in 2002. These actions reportedly violate protections guaranteed under the Share Purchase Agreement (SPA), Shareholder Agreement (SHA), and Government OM No. 3-2/2002/SCT-OC dated 30.04.2002. Since 2007, TCL allegedly forced resignations and removals of SC/ST employees without due process or Ministry approval, leading to severe financial hardship, including reported suicides and deaths. In contrast, General Category employees in similar cases were reinstated, pointing to discriminatory treatment and violation of constitutional safeguards. The Federation seeks urgent intervention by the National Commission for Scheduled Tribes (NCST) to restore jobs or provide full salary and benefits until retirement, and to ensure enforcement of government protections.

2. Taking cognizance of the petition, the Commission issued a notice dated 28.10.2022 to the MD and CEO Tata Communication Ltd. seeking facts and comments within 15 days.
3. Tata Communications Limited (TCL), through its letter dated 23.12.2023 denies allegations of harassment and illegal termination made by the Federation of SC/ST and OBC Employees.
4. The reply received from Tata Communications Limited was forwarded to the petitioner wide commission's letter dated 19.01.2023. In response the petitioner submitted a rejoinder dated 27.01.2023 expressing point to point dissatisfaction over the reply.

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5. Looking at the gravity of the matter a sitting was scheduled to be held on 28.08.2025 at 11:40 am by Hon'ble member. Accordingly sitting notice was sent to the MD and CEO Tata Communication Ltd.

6. During the sitting, the Managing Director and CEO of Tata Communications Ltd. didn't attend. In the absence of the Managing Director and Chief Executive Officer of Tata Communications Ltd., the company was duly represented by the Deputy General Manager (Legal) and the General Manager (Human Resources).

7. After hearing from both the sides the commission makes the following recommendations:

(1) Submission of Detailed Employee Information:

Tata Communications Ltd. is to provide the Commission with a comprehensive list of all employees who were removed or terminated following the privatization of VSNL. This list should include the name, category, and date of removal or termination and nature of termination (whether resignation, retrenchment, or other cases, and other categories)

(2) Provision of the Disinvestment Agreement and Related Documents:

Tata Communications Ltd. is to submit a certified copy of the disinvestment agreement, including all annexures and related shareholder agreements executed during the privatization of VSNL.

Tata Communications is exempted from all subsequent proceedings in this matter.

The above information is to be furnished to the Commission within 30 days.

12/09/2025
(Dr.Asha Lakra)

Member

National Commission for Scheduled Tribes

डॉ. आशा लकड़ा / Dr. Asha Lakra

सदस्य / Member

भारत सरकार / Government of India

राष्ट्रीय अनुसूचित जनजाति आयोग

National Commission for Scheduled Tribes

नई दिल्ली / New Delhi

NATIONAL COMMISSION FOR SCHEDULED TRIBES

(File No. NCST/SER-586/UP/4/2022-SSW)

ATTENDANCE SHEET

Sub: Sitting to be held on 28.08.2025 at 11:40 A.M. in the case of Injustice with ST employee by the Management of Tata Communication Ltd., Mumbai - a representation dated 26.04.2022 of the Assistant Secretary General, Federation of SC/ST and OBC Employees of OCS/VSNL and TCI, New Delhi.

Sr. No.	Department	Contact details	Signature
I	National Commission for Scheduled Tribes		
1.	Dr. Asha Lakra, Hon'ble Member		In Chair
2.	Shri Yogendra Prasad Yadav, Deputy Secretary		
3.	Shri Riya, Investigator		
4.	Shri Rahul Yadav, Consultant (Legal)		
II	MD and CEO Tata Communication Ltd.		
1.	Kalita Singh Dum-lyent. Tata Communication	9899695738	Kalita
2.	Padmaja Kaul Adv. for Tata Communication	8826711055	P Kaul
3.	KUSHAGRA SAM Adv. for TCI	8500281993	Kushagra
4.	Vaibhav Kaul GM-HR Tata Communications	8866605747	Vaibhav
5.	Pooja Kaul (ASG)	9212705257	Pooja
IV	Petitioner		
1.	Ujjwal, TIGA Vice President	8368431640	Ujjwal
2.	Pooja Chaudhary ASG	9212705252	Pooja
3.	Deen Dayal	9216559994	Deen Dayal