



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/DEV-3304/MFIN/1/2024-SSW-(RU-III)

Dated: 18.08.2025

To


The Chairman And Managing Director,  
National Insurance Company Ltd (NICL),  
Premises No. 18-0374, Plot No. Cbd-81,  
New Town,  
Kolkata, West Bengal 700156

Sub: Harassment of President, AICI SC/ST Employee Welfare Association (Eastern Zone) by the Management of National Insurance Company Limited, Kolkata - a representation dated 05.07.2024 from Shri Sunil Biswas, President AICI SC/ST Employee welfare association (Eastern Zone), Kolkata- 700001.

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sittings held on 05.08.2025 at 04:10 PM under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes at New Delhi on the above mentioned subject, for information.

Yours faithfully,

  
(डॉ.पी.कल्याण रेड्डी/Dr. P. Kalyan Reddy)  
निदेशक/Director  
Telephone No. : 011-20819841

Copy for information:-

1. Sri Sunil Biswas,  
5, Netaji Subhash Road,  
District Kolkata, Kolkata,  
West Bengal - 700001.  
Mobile No:8777891300
2. PS to Hon'ble Member (JH), 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 Sunil Biswas, President AICI SC/ST Employee welfare association (Eastern Zone), Kolkata regarding Harassment of President, AICI SC/ST Employee Welfare Association (Eastern Zone) by the Management of National Insurance Company Limited, Kolkata

**NCST/DEV-3304/MFIN/1/2024-SSW**

**Date of the Sitting: 5/08/2025, 4:10 PM**

**Participants in the Sitting: As per Annexure**

Shri Sunil Biswas, President, All India General Insurance SC/ST Employees Welfare Association (Eastern Region), vide his petition dated 05.07.2024, has informed the Commission that the elected President and executive committee members of the Eastern Zone were insulted and disallowed from participating in the structure meeting held at National Insurance Company's Head Office in Kolkata on 12.06.2024, in front of the corporate management and SC/ST association members. He alleged that despite being duly elected in October 2023 and having an interim injunction from the Hon'ble City Court of Calcutta against their dissolution by the All India General Secretary, the management refused to recognize their participation, thus violating the court order and committing an act of contempt. He requested the Commission to intervene and ensure protection of the interests and legitimate representation of SC/ST employees in the general insurance sector.

2. The Commission issued notice to the Chairman-Cum-Managing Director, National Insurance Company Limited on 18.02.2025 seeking facts and comments within 15 days from receipt of the Notice. The National Insurance Company Limited, vide letter no. HO/Pers/LC/R6-2025 dated 04.03.2025 has informed that the structured meeting held on 12.06.2024 was convened at the all-India level with members nominated by the Central Committee of the All India General Insurance SC/ST Employees' Welfare Association (Code-56). As per standard protocol, invitations were sent to the General Secretary, Shri Sopan Pawar, who submitted a list of 15 nominees which did not include Shri Sunil Biswas. When Shri Biswas entered the meeting with three others, the nominated members objected to proceeding in his presence and threatened to walk out. Despite best efforts by the Corporate Management to mediate, they were compelled to request Shri Biswas to leave the meeting. It has been clarified that the exclusion was not an act of disrespect by the management, but a result of internal objections raised by the Welfare Association's nominated representatives.

3. The petitioner has requested for justice, hence, NCST has decided to discuss the issue with the authority and the petitioner on 05.08.2025 to resolve the issue. Accordingly, a Sitting Notice was sent on 29.07.2025. The CMD, NICL vide letter dated 31.7.2025 has requested for exemption and deputed GM (HR) along with Chief Liaison Officer for SC/ST to attend the sitting on 5.8.2025.

4. In the sitting, the above officers from NICL and petitioner were present. the petitioner reiterated his earlier submissions. The officers of NICL reiterated the facts submitted by them vide letter dated 4.3.2025 and stated that the management has not meted out discrimination with the petitioner.

5. After discussion with the above officers of NICL and petitioner, it was observed that the management has taken corrective action. Hence, no action is warranted on part of NCST and decided to close the case.



**(Jatothu Hussain)**

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

List of participants of the sitting held on 05.08.2025 at [illegible] under the Chairmanship of Shri Jatothu, Hussain, Hon'ble Member, NCST

Sl. No.	Name and Designation	Address & Phone No.	Signature
<b>I National Commission for Scheduled Tribes</b>			
1.	NCST Officials		
<b>II NICL, Kolkata</b>			
Sl. No.	Name and Designation	Address & Phone No.	Signature
1.	AMIT K SATHY	HO NICL	[Signature]
2.	R. Bhowmik	HO NICL	[Signature]
<b>III Petitioner</b>			
	Santhosh Kumar Bhowmik	9073 495730 New India	[Signature]
	Indra Kumar Bhowmik 2017922953	NICL, Kolkata	[Signature]
	SUNIL B BOWMIS	8777891300 New India	[Signature]