



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-1947/MFIN/6/2025-RU-III

Dated: 07.11.2025

To,

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

Sub: Discrimination against ST employees by NICL - representation dated 16.10.2024 by Shri Sumit Kumar Meena, Organising Secretary, Dalit Bima Karamchari SC/ST Association, Narela, Delhi.

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sitting held on 16.10.2025 at 02:020 PM under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes, Lok Nayak Bhawan, Khan Market, New Delhi 110003 on the above mentioned subject.

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

Yours faithfully,

(डॉ. पी. कल्याण रेड्डी/Dr. P. Kalyan Reddy)

निदेशक/Director

Telephone No. : 011-20819841

Copy for information:-

1. Shri Sumit Kumar Meena,
Organising Secretary (All India)
Dalit Bima Karamchari SC/ST Association,
Narela, New Delhi-110026
Mobile No: 7291974332
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 Sumit Kumar Meena, Organising Secretary, Dalit Bima Karamchari SC/ST Association, Narela, Delhi regarding discrimination against ST employees by NICL.

F. No. NCST/SER-1947/MFIN/6/2025-RU-III

Date of the Sitting: 16.10.2025 at 2:00 PM

Participants in the Sitting: As per Annexure

Shri Sumit Kumar Meena, Organising Secretary, Dalit Bima Karamchari SC/ST Association, Pana Mamurpur, Narela, Delhi vide his representation dated 16.10.2024 has stated that the ST employees of National Insurance Company Limited (NICL) are being discriminated by the management of NICL (DRO2, NICL), by promoting other caste people and making them in-charge of different branches.

2. In this matter, sittings were convened on 5.3.2025 and 5.8.2025. In the last sitting held on 5.8.2025, the following recommendation was made and minutes were sent to all concerned on 18.8.2025.

- The petitioner may be posted at Delhi within 15 days, as assured by the officers of NICL in the sitting.

3. NICL, vide letter no. HO/PERS/R6/2025 dated 03.09.2025 has furnished the action taken report and informed that Shri Sumit Kumar Meena, Assistant Manager is already posted at the New Delhi Business Office XI. It has been stated that he has not yet been assigned marketing functions as there are presently no vacant positions in Delhi; however, he will be assigned such duties as soon as a vacancy arises. The petitioner vide representation dated 18.9.2025 has alleged that the NICL management has not taken any action so far. Hence, requested for the justice. Therefore, NCST has decided to discuss the issue with the concerned authority and petitioner on 16.10.2025. Accordingly, a sitting notice was sent to the concerned authority and petitioner on 6.10.2025.

4. The CMD, NICL, Kolkata vide letter no. NICL/HO/Pers/NCST/R-6 dated 13.10.2025 has sought exemption and deputed the Executive Director along with Dy. General Manager, Delhi Regional office III and Chief Liaison Officer for SC/ST to attend the sitting.

5. In the sitting, the above officers of NICL and petitioner were present. The petitioner has reiterated his earlier submissions and requested for justice. The petitioner has also provided the details of four employees ie. (i) Shri Harsh Vardhan Pandey, Posted at Janakpuri Business Office, (ii) Shri Snesh Manesh Sawant, Posted at Business Office -V (iii) Shri Sunil Kumar Surya, Posted at Gurgaon Business Office -II (iv) Shri Pawan Kumar Sharma, Business Office - XXVI, who have been promoted recently by NICL. The Executive Director of NICL has also reiterated the facts submitted by NICL vide letter dated 3.9.2025. The petitioner will be assigned such duties, as soon as a vacancy arises. The ED, NICL assured that the cases of above officers will be examined.

6. It was observed that NICL officers has not fulfilled the assurance, as given in the sitting held on 5.8.2025 due to that the petitioner deprived from the promotion for the post of In-charge.

7. After discussion with the above officers of NICL and petitioner, the following recommendations were made and action taken there on may be submitted to NCST within 30 days from receipt of the minutes.

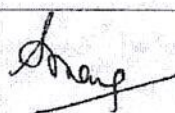
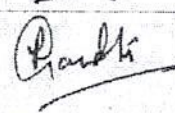
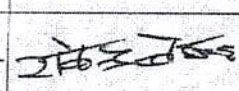
- NICL is advised to re-examine the case of Shri Sumit Kumar Meena and assign duties of in-charge as raised by the petitioner on priority basis.



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

F. No. NCST/SER-1947/MFIN/6/2025-RU-III

List of participants of the sitting held on 16.10.2025 at ... 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.Kalyan Reddy Director		
2.	NCST Officials		
II	<u>NICL</u>		
Sr. No.	Name, Designation and Address	Phone No.	Signature
1.	Shrederi Naor, ED National Insurance Co Kolkata	8547524514	
2.	Rakesh Gandhi DGM Nahm In Co Ltd Delhi RO II	7704900201	
3	R. Bhowmik CLO & CHIEF MANDSEP, NC - HO	9643003587	
III	<u>Petitioner</u>		
1.	Sumit Kori Meena	7291974332	