



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)

07.11.2025

To

The Chairman & CEO,
Railway Board,
Ministry of Railways,
Rail Bhavan, New Delhi-110001,
Email: crb@rb.railnet.gov.in

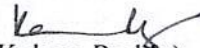
Sub: Recognition of All India Scheduled Tribes Railway Employees Welfare Association - a representation dated 10.06.2024 from Shri D. Nataraju, General Secretary, All India Scheduled Tribes Railway Employees Welfare Association

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sitting held on 27.10.2025 at 04:40 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 D. Nataraju,
34, N.K.M. Nagar,
Dr. Ambedkar College Road,
Vyasarpadi, Chennai, Tamil Nadu-600039
Mobile: 9440520182
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 D. Nataraju, General Secretary, All India Scheduled Tribe Railway Employees Welfare Association regarding recognition of separate association for ST employees of Indian Railways.

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

Date of the Sitting: 27.10.2025,

Participants in the Sitting: As per Annexure

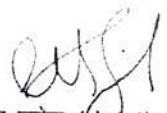
Shri D. Nataraju, General Secretary, All India Scheduled Tribe Railway Employees Welfare Association (Registered Office at Chennai) Sullurpetta (Andhra Pradesh) vide his representation dated 10.6.2024 has stated that a separate recognition should be granted to the All India Scheduled Tribe Railway Employees 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, sittings were convened on 10.2.2025, 17.6.2025 and 08.09.2025. In the last sitting held on 8.9.2025, the following recommendations were made and minutes were circulated on 23.9.2025 for submitting the action taken report within 15 days from receipt of the Minutes.


- The Railway Board may consider to recognise 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.

3. The action taken report was not received and petitioner has also visited NCST and requested for recognition of All India ST Employees Welfare Association, hence, NCST has decided to discuss the issue with the authority and the petitioner on 27.10.2025. Accordingly, a Sitting Notice was sent on 17.10.2025.

4. In the sitting, the Secretary, Addl. Member Staff and other Sr. officer of Railway Board were present. The petitioners were also present. The petitioners reiterated their submission and stated that after recommendations of NCST in various sittings, the Railway Board has not issued guidelines for recognition of All India ST Employees Welfare Association. The officers of Railway Board has reiterated their submission vide OM No. 2021-E(SCT)/I/22/16 (eoffice no. 3372442) dated 21.10.2025. It was also stated that the present SC/ST Association is sufficient and setting up / recognition of separate body for ST Employees Welfare Association would involve extensive administrative modification. The petitioners however, strongly apposed and demanded for formation of separate ST Employees Welfare Association.


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

5. The joint bodies like the All India SC/ST Railway Employees Association, the Scheduled Castes members heavily outnumber those from the Scheduled Tribes, leading to continued dilution of ST representation which is deeply concerned. The ST members rarely occupy top leadership roles such as President or General Secretary in the ST Employees Welfare 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 separate ST Employees Welfare Association has not been recognised. 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 insurances and financial institutions 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.
6. It is mentioned 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.
7. In the sitting, the officers of Railway Board had stated that the opinion of DoPT requires for framing the guidelines regarding recognition of separate All India ST Employees Welfare Association. In this context, it is stated that Shri Antar Singh Arya, Hon'ble Chairperson, NCST had a meeting with the officers of DoPT on 17.9.2025 at NCST for setting / recognition of separate ST Employees Associations. In the meeting, the reference was made to Para 5(f) of notification no. 2/10/80-JCA dated 5.11.1993 of DoPT, which prohibits formation of service Association on caste / tribe / religious basis. However, NCST observed that the over 730 Scheduled Tribes recognised under Article 342 of the Constitution and they may be considered as one community, similar to OBCs, and hence a separate Association for ST employees may be formed to take up their collective concerns. DoPT was requested to examine the matter and issue necessary directions. The DoPT has been requested to examine the matter and issue necessary directions. Minutes have been circulated vide NCST letter no. 12035/1/2025 – Coord. dated 22.9.2025.
8. After discussion with the officers of Railway Board and petitioners, the following recommendations were made and ATR may be submitted within 15 days from the receipt of the minutes.
- The Railway Board may issue guidelines/ advisory to recognise a separate All India ST Employees Welfare Association in Railways Department.
 - The petitioners are advised that in the sittings of NCST in relation to this case only 3 or 4 representatives may attend for the subsequent hearings if any.
 - The TA and Special Leave may be reimbursed / granted in favor of petitioners, who attended the sitting, as per rules.


 जाटोव (Jafar Hussain) 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 (RU-III)

List of participants of the sitting held on 27.10.2025 at 4:40 PM... 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		
3.			
II	<u>RAILWAY BOARD</u>		
Sr. No.	Name, Designation and Address	Phone No.	Signature
1)	Aruna Nayag, Secretary, RB, Rail Bhawan N. Delhi	7011194301	Aruna Nayag 27/10/25
2)	Pranila M. Bhargava, Add. Member / Staff, RB Rail Bhawan, N. Delhi	9560452594	Pranila 27/10/25
3)	P.K. Safi, EDE (Res.) Railway Board, Rail Bhawan, N. Delhi	8882709285	
4)	Goutom Mondal JDE (Res.)-I, R.B. Rail Bhawan, N. Delhi	9717647205	
5)	BRIJESH KUMAR JDE (SCT)-I, R.B. Rail Bhawan, N. Delhi	9717647402	Brijesh 27/10/25