



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-2397/MHFW/3/2025-RU-III

21.11.2025

To

The Director General,
Employees State Insurance Corporation (ESIC),
Panchdeep Bhawan,
Comrade Indrajeet Gupta CIG Marg,
New Delhi 110002
Email Id: dir-gen@esic.nic.in
Tel. No: 23235391

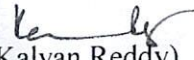
Sub: Denial of timely promotion and partial behaviour towards SC/ST employees in ESIC Department – a representation dated 11.6.2025 of Shri Raju, General Secretary, ESIC(Hqrs) SC/ST Officers & Employees Welfare Association, New Delhi.

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sitting held on 10.11.2025 at 03:20 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 Raju,
General Secretary,
ESIC(Hqrs) SC/ST Officers & Employees Welfare Association,
Panchdeep Bhawan, C.I.G. Marg,
New Delhi-110002.
Mobile No:9878405296
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 Raju, General Secretary, ESIC Headquarters SC/ST Officers' & Employees' Welfare Association regarding long delay in promotion of ST employees.

Date of the Sitting: 10/11/2025, 03:20 PM
Participants in the Sitting: As per Annexure
NCST/SER-2397/MHFW/3/2025-RU-III

Shri Raju, General Secretary, ESIC Headquarters SC/ST Officers' & Employees' Welfare Association, vide letter dated 11.06.2025, has submitted a complaint alleging partial and discriminatory behaviour by the Administration Branch of ESIC Headquarters, New Delhi, in matters of promotion. It has been stated that more than 10 SC/ST employees, eligible for promotion to the posts of LDC, UDC and Assistant as per the Recruitment Rules, are being denied timely promotion despite the availability of vacancies under the SC/ST category, while all UR candidates have been promoted. The Association contends that this action violates Articles 16(4) and 335 of the Constitution of India, as well as the Government of India's Reservation Policy and DPC Guidelines ensuring fair and timely consideration for promotion. It has urged the Commission to take immediate action to safeguard the rights of SC/ST employees and ensure that promotions are conducted in accordance with reservation norms. Copies of individual complaints from affected SC/ST employees, including Shri Pramod Kumar Meena and Shri Devraj Meena, have also been attached in support of the representation.

2. NCST vide notice dated 30.06.2025 sought facts and comments from the Director General, Employees State Insurance Corporation (ESIC) within 30 days.

3. ESIC Headquarters, vide letter A-14NCST-2397/2025-RC dated 07.08.2025, has denied the allegation leveled by the petitioner. The reply was not satisfactory; hence, NCST has decided to discuss the issue with the authority and the petitioner on 10.11.2025. Accordingly, a Sitting Notice was sent on 04.11.2025.

4. In the sitting, the Regional Director, ESIC and petitioner were present. The petitioner reiterated his earlier submissions and requested for following the reservation rules. The officials of ESIC informed that the case had been stayed in 2018 by CAT and therefore ESIC had prepared seniority lists upto 2018 only. Now the final judgement has been delivered on 7 August 2025 and ESIC has sought legal opinion on implementing the judgement. After the legal opinions, due promotions would be granted to all including ST employees.

5. The Commission noted that there had been a long delay due to the stay order and even though it was applicable to all, mostly ST employees had suffered stagnation due to the delay. Considering that order had been pronounced in August 2025, the Department should expedite the process and ensure that promotions are granted as soon as possible. The officials of ESIC assured that they would expedite the process.

6. After hearing both the sides, the following recommendations were made and action taken there on may be submitted within 30 days from receipt of the minutes –

- ESIC to expedite the process of preparation of seniority lists and grant of due promotions and aim to complete the process within 3 months.


(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

F. No NCST/SER-2397/MHFW/3/2025-RU-III

List of participants of the sitting held on 10.11.2025 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>ESIC</u>			
Sr. No.	Name, Designation and Address	Phone No.	Signature
1.	Rafique Kunnari Grantam, IC (PCA)	9810998316	
III			
<u>Petitioner</u>			
1.	RAJU Genl Secy	9878405286	