



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-2276/MPNG/2/2025-RU-III

21.11.2025

To

The Chairman,
Indian Oil Corporation Limited
3079/3, Sadiq Nagar,
J.B. Tito Marg,
New Delhi 110049
Email Id: iocl.coccc@indianoil.in; Tel. No: 01126260000

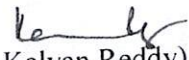
**Sub: Harassment and dismissal from service of an ST employee by Indian Oil Corporation Ltd.
- a representation dated 11.04.2025 by Shri David Touthang, Manager, IOCL.**

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sitting held on 10.11.2025 at 05:30 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 David Lunminlen Touthang,
Bijang, Churachandpur,
Manipur - 795128
dltous@yahoo.co.in Mobile No:9435499955
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 LokNayak Bhawan, New Delhi in the case of Shri David Touthang, Manager (dismissed), Indian Oil Corporation Limited regarding dismissal from service.

Date of the Sitting: 10/11/2025, 05:30 PM
Participants in the Sitting: As per Annexure
NCST/SER-2276/MPNG/2/2025-RU-III

Shri David Touthang, Manager(dismissed), Indian Oil Corporation Limited, vide his representation dated 11th April 2025, has stated that he had joined Indian Oil Corporation Ltd. on 3rd June 2013 as a Marketing Officer and had been serving in various locations in the North Eastern states. He was transferred from Sekmai Bottling Plant, Manipur to Silchar Bottling Plant, Assam, and was to report by 9th June 2023; however, due to the crisis in Manipur from 3rd May 2023, he could not join his new posting as he had to take care of his ailing parents and displaced relatives. Despite regularly informing the office about his situation and later expressing readiness to resume duty with a request for a safer posting, he was informed via email dated 29th October 2024 (Ref. No. IR/1461/B/504107 dated 25.10.2024) that he had been dismissed from service. He claims to have appealed within the stipulated time but has received no response. He has requested the Commission's intervention to ensure a fair and just resolution, terming his dismissal unfair and discriminatory considering the exceptional circumstances.


2. NCST vide notice dated 21.5.2025 sought facts and comments from the Chairman, Indian Oil Corporation Limited within 30 days.

3. Indian Oil Corporation Ltd. (Marketing Division), vide letter no. Nil dated 18.06.2025 has informed that the petitioner was promoted and transferred from Sekmai Bottling Plant, Manipur to Silchar Bottling Plant, Assam vide order dated 12.04.2023 with a joining due date of 09.06.2023. Owing to the crisis in Manipur, Shri Touthang requested permission to continue at his current location and extension for joining was granted till 30.06.2023. Despite repeated advice, he failed to report for duty and remained unauthorizedly absent from 26.07.2023. A recordable warning was issued on 09.10.2023 followed by a charge-sheet dated 08.04.2024 after prolonged absence. Disciplinary proceedings were held at Guwahati on 13.06.2024 and 18.06.2024, where he admitted the charges. The Inquiry Officer, vide report dated 16.08.2024 found the charges proved and after due process, the competent authority imposed the penalty of removal from service on 25.10.2024. IOCL stated that Shri Touthang's later claim of travelling to join duty on 28.10.2024 was irrelevant as he had not joined till the final order date. It was further informed that his appeal dated 22.12.2024 is under consideration. This was sent to the petitioner vide NCST letter dated 06.08.2025.

4. The Commission 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. The Chairman, IOCL vide letter no. CH/01 dated 6.11.2025 has sought exemption and deputed ED(HR) to attend the sitting.

5. In the sitting, ED(HR) alongwith other Sr. officers of IOCL were present. The petitioner joined via phone. The petitioner reiterated his earlier submissions and stated that he did not join at Silchar strictly due to safety concern and he had repeatedly requested posting at any other place in India but that was denied. The officials of IOCL informed that they had given the petitioner Eight months and only then they had started proceedings while the rule allowed them to start the same after 21 days only. They further stated that even during the proceedings and appeal, the petitioner had not shown willingness to join any other place in India. Hence IOCL had proceeded as per rules and his appeal was also dismissed in August 2025. The petitioner again informed stated that he is ready to join any other place in India instead of Silchar owing to its proximity to the areas of violence against kukis.

6. During discussion, it was observed that the petitioner belongs to the Kuki ST community of Manipur and there was a genuine safety concern in his joining at Silchar at that time. Further his willingness to join at any other place in India shows that the reason for not joining at Silchar was genuine. The order of dismissal appears to be disproportionate and needs reconsideration. This was shared with the concerned officers of IOCL and advised that an opportunity for joining in service to the petitioner may be given. The official of IOCL has assured that the petitioner may be advised to meet at Mumbai on 18th Nov, 2025 with documentary evidences of his communication with IOCL.


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

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

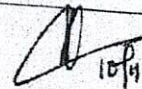
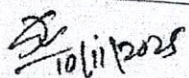
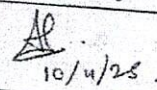
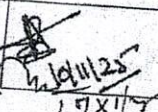
- The petitioner is advised to meet the officials of IOCL at Mumbai as discussed in the sitting. It is also advised that before reaching Mumbai the availability of the concerned officer.
- IOCL to re-examine the issue on humanitarian grounds for reinstatement of the petitioner into service.

(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-2276/MPNG/2/2025-RU-III

List of participants of the sitting held on 10.11.2025 at 5.30.... under the chairmanship of Shri Jatothu Hussain, Hon'ble Member, NCST at New Delhi.


Sr. No.	Name and Designation	Address & Phone No.	Signature
I			
National Commission for Scheduled Tribes			
1.	Dr. P.Kalyan Reddy Director		
2.	NCST Officials		
II			
IOCL			
Sr. No.	Name, Designation and Address	Phone No.	Signature
1	K. Gaitendha ED (L&D), 200, Mumbai	9414069653	
2.	K. K. Mishra	9437028795	
3.	Samuel Sinha C	9152011320	
4. S.	Aditya Sumron. Tige P S Bhatia	6287096932 9971403936	
III			
Petitioner			

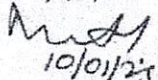
IOCL

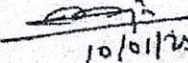
6. Praveen K. R. Srivastava 8879770890

7. Nishant Prasad 9810211139

8. Dr. MR Das 8291923919

 10/11/25

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