



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-2444/MLAB/2/2025-RU-III

Dated:- 5.01.2026

To,

- | | |
|---|--|
| 1. The Chairperson
Dattopant Thengadi National Board For Workers
Education & Development(DTNBWED),
2 nd Floor, Employment Exchange Building,
Pusa Complex, Pusa Road, Near ITI,
New Delhi – 110012 | 2. The Secretary
Ministry Of Labour Employment,
Shram Shakti Bhavan,
Rafi Marg, New Delhi- 110001 |
|---|--|

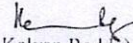
Sub: Harassment of ST Lady Officer by the management of DTNBWED – a representation dated 07.07.2025 of Smt. Jayashree Talwar, Deputy Director (HQ), DTNBWED, New Delhi.

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sitting held on 05.12.2025 under the chairmanship of Shri Jathothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes (NCST) at New Delhi on the above mentioned subject.

It is requested that the action taken/ to be taken in the matter may be submitted to NCST within stipulated time from receipt of the letter, for placing it before Hon'ble Commission.

Yours faithfully,


(Dr. P. Kalyan Reddy)
Director
Ph No. 011-20819841

Copy for information:-

1. Ms Jayashree Talwar,
Deputy Director, DTNBWED,
2nd Floor, Employment Exchange Building,
Pusa Road, Pusa Complex, Near ITI,
New Delhi-110012
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 Smt. Jayashree Talwar, Deputy Director (HQ), DTNBWED, New Delhi regarding harassment of ST Lady Officer by the management of DTNBWED.

NCST/SER-2444/MLAB/2/2025-RU-III

Date of the Sitting: 05/12/2025, 5:55 PM

Participants in the Sitting: As per Annexure

Smt. Jayashree Talwar, Deputy Director (HQ) i/c and CVO, DTNBWED, vide her representation dated 07.07.2025 has alleged that she has been subjected to continuous harassment, caste-based discrimination and professional victimization by the senior authorities of the Dattopant Thengadi National Board for Workers Education and Development (DTNBWED). She stated that despite her 29 years of unblemished service and having served as Nodal Officer for SC/ST, she was deliberately sidelined, humiliated and denied her rightful position following her complaint and legal actions exposing irregularities in transfer orders issued without her knowledge. She alleged that the Director General verbally abused her, downgraded her APAR and conspired to transfer her illegally. Even after the Hon'ble CAT's order dated 13.06.2025 reinstating her, the department failed to comply and continued to harass her by locking her office, downgrading her designation, forcing her to report to junior officers, issuing baseless show-cause notices, and denying legitimate reimbursements. She has sought the urgent intervention of the Hon'ble Commission to protect her from further discrimination, mental harassment, and violation of her constitutional rights as an ST woman officer.

2. NCST vide notice dated 09.07.2025 sought facts and comments from the Chairperson, Dattopant Thengadi National Board For Workers Education & Development(DTNBWED) and the Secretary, Ministry of Labour and Employment, New Delhi within 30 days from receipt of the Notice. The DTNBWED, vide letter no. DTNBWED/Admin/STCommission/JT/5508 dated 28.07.2025 has submitted a para-wise reply on the representation and denying all allegations made by Smt. Jayashree Talwar of caste-based discrimination and professional victimization. It has been stated that Smt. Talwar, serving as Regional Director was only holding the charge of Deputy Director (HQ) i/c temporarily and that the post had lapsed since 2014, as confirmed by CAG audit observations, which termed continuation of such posts and salary payments as financial irregularities. The department clarified that her transfer to Mangalore was made in compliance with CAG audit objections and the existing transfer policy and not out of bias. It was also submitted that her term as part-time CVO continues and her claim of being the senior-most officer is incorrect. The allegations of harassment downgrading of APAR, denial of seat and recovery of dues were termed administrative actions as per GFR 2017 and CCS (Conduct) Rules, 1964. The department also justified the recovery of her TA advance and issuance of a show-cause notice for sharing internal records without permission. It was emphasized that DTNBWED has complied with Hon'ble CAT's interim order dated 13.06.2025, followed all Government and DoPT rules and even offered her a posting in her home state to maintain her dignity as Regional Director. This was sent to the petitioner vide NCST letter dated 19.08.2025.

3. The petitioner, Smt. Jayashree Talwar, Deputy Director (HQ) In-charge & CVO, DTNBWED, vide her letter dated 8.9.2025 has refuted the facts and comments and requested for justice. Thereafter, the Secretary, M/o Labour and Employment was reminded on 13.10.2025. The reply was not received, hence, NCST decided to discuss the issue with the authority and the petitioner on 12.11.2025 and sitting notice was issued on 4.11.2025. Meanwhile, the DTNBWED vide letter no. DTNBWED/Admin/STCommission/JT/7501 dated 27.10.2025 has again forwarded the copy of the letter dated 28.7.2025. The M/o Labour and Employment, New Delhi vide letter no. Z-20025/13/2025-ESA (WE) dated 30.10.2025 has forwarded a copy of letter dated 27.10.2025 of DTNBWED. The Chairperson, DTNBWED vide letter no. DTNBWED/CO/216 dated 6.11.2025 has sought exemption and requested to fix another date of sitting in the month of Dec, 2025. On the day of sitting, the petitioner was present, but the authority sought exemption, hence, the sitting was postponed and re-fixed on 5.12.2025. Accordingly, a sitting notice was issued on 26.11.2025. The Chairperson, DTNBWED vide letter no. DTNBWED/CO/237 dated 27.11.2025 has sought exemption and deputed DG of the organisation to attend the sitting.

जाटोतु, हुसेन / Jatothu Hussain
सदस्य / Member
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
भारत सरकार / Govt. of India
नई दिल्ली / New Delhi

4. In the sitting, the DG, DTNBWED and the petitioner were present. The petitioner was asked to explain her problems and issues. She stated that she would explain the problems and issues only in the presence of the higher authorities ie, Chairperson, DTNBWED and the Secretary, Ministry of Labor and Employment, who are senior to the DG, DTNBWED, as the complaint is against the DG, DTNBWED. Though the petitioner was given ample opportunity to express her grievance, she denied. The DG, DTNBWED, reiterated the facts and comments submitted by the organization vide letters dated 28.07.2025 and 27.10.2025.


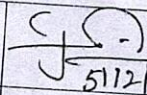
5. After discussion with the DG, DTNBWED, it was decided that the Secretary, Ministry of Labor and Employment, New Delhi, may decide a suitable date for discussion in the matter (within one month from receipt of the minutes) and communicate it to NCST for resolving the issue. The DTNBWED and the petitioner are advised to furnish the current status of OA/2279/2025 (Delhi) filed before the Hon'ble CAT, Delhi.

(Jatothu Hussain)

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

F. No. NCST/SER-2444/MLAB/2/2025-RU-III

List of participants of the sitting held on 5.12.2025 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>DTNBWD, New Delhi</u>		
Sr. No.	Name, Designation and Address	Phone No.	Signature
1-	Col Neeraj Sharma DG DTNBWD	7032918299	
III	<u>Ministry of Labour Employment</u>		
IV	<u>Petitioner</u>		
i	Jayashree T	820 8712649	 5/12/2025

