



**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-2921/AP/32/2025-RU-III

Dated:- 03.02.2026

To,

1. The General Manager,  
Civil Rites Limited, Ministry of Railways,  
Machilipatnam Port Site,  
Near Police Training Center, Manginapudi,  
Machilipatnam,  
District:- Krishna ( Andhra Pradesh)-521001
2. The Chairman and Managing Director,  
RITES Limited,  
Shikhar, Plot No.01. Sector 29,  
Gurugram, Haryana-122001

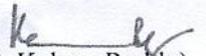
**Sub: Caste-based discrimination at Machilipatnam Port - representation dated 4.12.2025 of  
Shri Ramavath Deepla Naik, Krishna District, Machilipatnam**

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sitting held on 20.1.2026 under the chairmanship of Shri Jatothu 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. Shri Ramavath Deepla Naik,  
Machilipatnam Port Site Office,  
Near PTC Centre, Manginapudi,  
Machilipatnam, Krishna district,  
Andhra Pradesh – 521001 (dceplanaik7@gmail.com, Mobile : 9505704088)
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 Ramavath Deepla Naik, Krishna District, Machilipatnam regarding Caste-based discrimination at Machilipatnam Port.

**File No. : NCST/SER-2921/AP/32/2025-RU-III**  
**Date of the Sitting: 20.1.2026 at 6:30 PM**  
**Participants in the Sitting: As per Annexure**

Shri Ramavath ~~Deepla Naik~~ vide his representation dated 04.12.2025, has complained that SC/ST employees working at the Machilipatnam Port Project under RITES Ltd. are facing caste-based discrimination and unfair treatment by certain senior officials. He has alleged discriminatory practices in grant of leave to contract employees, bias in APAR grading affecting regularisation despite satisfactory performance and completion of prescribed service period, and underrepresentation of SC/ST employees in senior-level posts. It has further been stated that irregularities have been made in the attendance register by placing names of junior staff above seniors, reflecting partiality by the Project Coordinator. The petitioner has also alleged that adverse remarks of "not recommended for extension" were deliberately recorded on his extension papers, and despite intervention by an Hon'ble Member of Parliament and assurances by senior officials of RITES Ltd., no action was taken, amounting to harassment and violation of constitutional safeguards, the SC/ST (Prevention of Atrocities) Act, and Central Government Conduct Rules.

2. NCST vide notice dated 10.12.2025 sought facts and comments from the General Manager, Civil Rites Limited, Ministry of Railways, Machilipatnam Port Site, Manginapudi, Machilipatnam, District- Krishna, (Andhra Pradesh) within 5 days.

3. RITES Limited vide its letter no. RITES/PMC/MTM/STAFF/06/2025/394 dated 31.12.2025 has informed that the allegations made by Shri Ramavath Deepla Naik regarding caste-based discrimination at Machilipatnam Port Project are unfounded. It has been stated that leave for regular and contractual employees is governed by separate rules and sanctioned as per operational requirements, with contractual employees being entitled to limited leave as per their terms of engagement. The authority has clarified that the performance appraisal and regularisation process is structured, transparent, and strictly governed by Recruitment Rules, and that the petitioner was not considered for regularisation as he had not completed the minimum three years of contractual service, while SC/ST candidates have in fact been regularised with due reservation and relaxation. It has further been informed that deployment to senior posts is based solely on qualifications and experience, with adequate reservation and relaxation provided to SC/ST employees as per Government of India guidelines. Regarding the attendance register, it has been stated that the sequence of names has no bearing on seniority or promotion and is maintained only for administrative convenience. With respect to extension of contract, RITES has stated that the petitioner's engagement was a fixed-term contractual appointment valid up to 31.12.2025, that adverse remarks were based on performance and disciplinary issues including issuance of a memo and inquiry, and that there has been no discrimination or violation of rules, asserting that the organisation remains committed to fair and non-discriminatory treatment of all SC/ST employees.

4. The Commission has decided to discuss the issue with the authority and the petitioner on 20.01.2026. Accordingly, a Sitting Notice was sent on 09.01.2026. The CMD of RITES vide letter dated 19.1.2026 has sought the exemption and deputed Director (Finance) HQ to attend the sitting.

5. In the sitting, Director (Finance) HQ alongwith GM of RITES (Machilipatnam) and petitioner were present. The petitioner has reiterated his earlier submission and stated that RITES vide order dated 18.12.2025 has relieved him w.e.f 31.12.2025. Further, it was also informed that as per contract provision, the management of RITES requires to be issued 3 months prior notice before relieving from service. The provisions have not been followed by the management of RITES. Other various companies has offer the services but the RITES has not issued NOC. The GM has also suggested for submission of requisite paper for continuation of service, through WhatsApp. The RITES has suddenly terminated his services. The officers of RITES has reiterated their earlier submission vide letter dated 31.12.2025.

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

6. During discussion it was observed that the management of RITES, Machalipatnam has not given clear directions/ advise regarding discontinuation of service. Suddenly termination order issued to petitioner on 18.12.2025 which appears to be against the provision of contract. Due to this act the petitioner is not in position to join the jobs in other organisation. Therefore, the management of RITES may consider his request for continuation of service atleast one year.

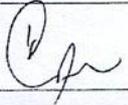
7. After discussion with the officers of RITES and petitioner, the following recommendations were made and action taken there on may be submitted to NCST within 30 days from receipt of Minutes.

- The management of RITES may consider the request of the petitioner for continuation of service atleast one year in the organisation.
- The petitioner is also advised to apply for jobs in other organisation also, as and when offer appointment is received the same may be communicated to RITES.

(Jatothu Hussain)

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

List of participants of the sitting held on 20.01.2026 at 6.30. under the chairmanship of Shri Jatothu Hussain, Hon'ble Member, NCST at New Delhi.

Sr. No.	Name and Designation	Address & Phone No.	Signature
<b>I</b> <u>National Commission for Scheduled Tribes</u>			
1.	Dr. P.Kalyan Reddy Director		
2.	NCST Officials		
<b>II</b> <u>RITES</u>			
Sr. No.	Name and Designation	Phone No.	Signature
1.	K. G. AGARWAL DIRECTOR (FIM)	9407982323	
	MVP Ravikumar	9884594717	MRK
<b>III</b> <u>M/o Railways</u>			
<b>IV</b> <u>Petitioner</u>			
	R Deepa Devi	Murikmal Thanda Drakasam Dist AP-200 337 9505704088	