



**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)

File No.- NCST/SER-1947/MFIN/6/2025-RU-III

12.03.2025

To

**Smt. Rajeshwari Singh Muni**  
Chairman-Cum-Managing Director,  
National Insurance Company Ltd (NICL),  
Premises No. 18-0374, Plot No. Cbd-81,  
New Town,  
Kolkata, West Bengal 700156

**Sub: Discrimination against ST employees by NICL - representation dated 16.10.2024 by Shri Sumit Kumar Meena, Organising Secretary, Dalit Bima Karamchari SC/ST Association, Narela, Delhi.**

Sir,

I am directed to enclose herewith a copy of the minutes of the sitting held under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes (NCST) on 05.03.2025 at NCST, 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 the stipulated time from the receipt of the letter, for placing it before the Hon'ble Commission.

Yours faithfully,

(R.K. Dubey)  
Deputy Director  
Tel. No. : 011-24641640

Copy for information to :

Shri Sumit Kumar Meena,  
Organising Secretary (All India)  
Dalit Bima Karamchari SC/St Association  
Narela New Delhi-110026,  
Mobile No:7291974332

Copy to:-

1. PS to Hon'ble Member (Shri Jatothu Hussain), NCST
- ✓ 2. NIC, NCST for uploading on the website of the Commission.



NATIONAL COMMISSION FOR SCHEDULED TRIBES  
FILE: NCST/SER-1947/MFIN/6/2025-RU-III

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 Sumit Kumar Meena, Organising Secretary, Dalit Bima Karamchari SC/ST Association, Narela, Delhi regarding discrimination against ST employees by NICL.

Date of the sitting: 05.03.2025 at 5:10 PM  
Participants in the Sitting - As per Annexure

Shri Sumit Kumar Meena, Organising Secretary, Dalit Bima Karamchari SC/ST Association, Pana Mamurpur, Narela, Delhi vide his representation dated 16.10.2024 has stated that the ST employees of National Insurance Company Limited (NICL) are being discriminated by the management of NICL (DRO2, NICL), by promoting other caste people and making them in-charge of different branches.

2. NCST vide Notice dated 28.1.2025 has referred the matter to CMD, NICL, Kolkata for facts and comments within 15 days. The Reply was not received, hence, NCST has decided to discuss the issue with the concerned authorities and petitioner on 05.03.2025. Accordingly, a Sitting Notice was sent on 21.02.2025.

3. The CMD, NICL, Kolkata vide letter dated 21.2.2025 has requested for exemption and deputed General Manager (HR) to attend the sitting. In the sitting, the General Manager (HR), NICL alongwith other officers of NICL and petitioner were present. In the sitting, the petitioner has reiterated their earlier submission and alleged that the management (DRO 2, NICL) is harassing the ST employees. The GM (HR) and other officers of NICL explain the rules and regulations of NICL for transfer and posting of the employees within the organization. A letter bearing no. HO/PERS/R6/2025 dated 4.03.2025 of NICL was also submitted during the sitting. The petitioner raised the problems of three employees namely Dr. Hanuman Meena (Emp No. 72277) for retention at DRO IV, Shri Santosh Kumar (Emp No. 72305) for retention at DRO II (Delhi or Gaziabad) and Shri Sumit Kumar Meena (Emp No. 73158), for retention at DRO II. The petitioner has also given a representation containing the various problems related to welfare of STs (copy enclosed).

4. After discussion with the officers of NICL and petitioner, the following recommendations were made and action taken thereon may be submitted to NCST within one month from receipt of the minutes.

- The issue of retention of above employees at DRO II & IV (as mentioned above in para 3) may be considered by the NICL.
- The facts and comments on the points raised in the representation of petitioner given during the sitting to NCST, as referred in para 3 above may also be submitted to NCST

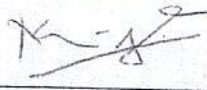

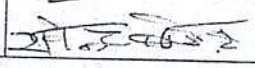
(Jatothu Hussain)

जाटोतु हुसेन / Jatothu Hussain  
सदस्य / Member

भारत सरकार / Government of India  
राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes  
नई दिल्ली / New Delhi



List of participants of the sitting held on 05.03.2025 at 5:10 PM under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, NCST in the case Shri Sumit Kumar Meena, Organising Secretary, Dalit Bima Karamchari SC/ST Association, Narela, Delhi regarding discrimination against ST employees by NICL

Sr. No.	Name and Designation	Address & Phone No.	Signature
I	<u>National Commission for Scheduled Tribes</u>		
1.	Dr. P.K Reddy Director		
2.	NCST Officials		
II	<u>NICL</u>		
Sr. No.	Name and Designation	Address & Phone No.	Signature
1-	Ms. Mini George Sd/- NIC	NIC Ltd Head Office Kolkata	
2.	Dhananjay Siro Sd/- D.O. II	9643003554	D. Siro
3.	Pragbhata Saha	8335080137	
4-	RAVINDRA BIRJAL	9643003587	
III	<u>Petitioner</u>		
1	Sumit Kumar Meena		Sumit





# **Dalit Bima Karamchari SC / ST Association**

(Registration No. : S/66608/2009)

H.NO. 45, PANA MAMURPUR, NARELA, DELHI - 110040

7. We request for consideration of below cases as their family members conditions warranted them to be retained at present place of posting or at GHAZIABAD.

**(A) Sumit Kumar Meena, Emp. No. 73158**

**Request for appointment as Branch I/C at PUNJABI BAGH UNDER DRO II**

He has been appointed as officiating Branch Manager Punjabi Bagh in the month of September 2023 but he was discriminated by the Management and imposed a General candidate as Branch Manager of the same cadre without taking the consent from him. We are requesting to appoint him Incharge in the same office and provide the justice to him.

**(B) Santosh Kumar, Emp No- 72305, PROMOTED TO SCALE III UNDER DRO-II (NORMAL TRACK)**

**Request for retention at DELHI or GHAZIABAD UNDER DRO II AS DIVISIONAL OFFICE in-charge**

He belongs to the **ST category** and he is the only one child of his parents who are very old and they are completely dependent on him, there is no one to take care of them. His mother cannot walk because both of her knees are damaged. He has two daughters and one of them has a **speech problem and cannot speak**. His **initial posting was very far from his hometown and he was away from home for around 3.5 years in his first posting**. Currently he is working in an office in Delhi. He is living with his parents at home. Now he has been promoted to Scale-III, we request you with folded hands that he may be posted to **DELHI or GHAZIABAD as IN CHARGE/ ANY DEPARTMENT** on promotion.

**(C) Dr. Hanuman Meena, Emp No- 72277, PROMOTED TO SCALE IV**

**Request for retention at DRO IV**

His mother is having psychiatric / mental disorder i.e. she has lost memory & have tendency to commit suicide (medical papers of AIIMS provided to DGM DRO IV) as such she needs personal attention and his personal presence with her is must to take care. His father is suffering from ARF due to ATN (Acute Renal Failure due to Acute Tubular Necrosis). He also requires regular medical follow-up for which his presence is required. His initial posting was very far from his hometown and he was away from home for around 3.5 years in his first posting.

*Sumit* Regards  
(SUMIT KUMAR MEENA)

Organising Secretary (ALL INDIA)

DALIT BIMA KARAMCHARI SC/ST ASSOCIATION

MOB:- 7291974332

mail ID:- Sumitmeenanic@gmail.com



POINT for MINUTES of MEETING

Dr. Hanuman Meena, Emp No- 72277, PROMOTED TO SCALE IV

Request for retention at DRO IV

His mother is having psychiatric / mental disorder i.e. she has lost memory & have tendency to commit suicide (medical papers of AIIMS provided to DGM DRO IV) as such she needs personal attention and his personal presence with her is must to take care.

His father is suffering from ARF due to ATN (Acute Renal Failure due to Acute Tubular Necrosis). He also requires regular medical follow-up for which his presence is required.

My initial posting was very far from my hometown and I was away from home for around 3.5 years in my first posting.

Santosh Kumar, Emp No- 72305, PROMOTED TO SCALE III

Request for retention at DELHI or GHAZIABAD UNDER DRO II

I belong to the **ST category** and I am the only one child of my parents who are very old and they are completely dependent on me, there is no one to take care of them. My mother cannot walk because both of her knees are damaged. I have two daughters and one of them has a **speech problem**. My initial posting was very far from my hometown and I was away from home for around 4 years in my first posting. Currently I am working in an office in Delhi. I am living with my parents at home. Now I have been promoted to Scale-III, I request you with folded hands that I may be posted to **DELHI or GHAZIABAD** for promotion.

Sumit Kumar Meena, Emp. No. 73158

Request for appointment as Branch I/C at PUNJABI BAGH UNDER DRO II

He has been appointed as officiating Branch Manager Punjabi Bagh in the month of September 2023 but he was discriminated by the Management and imposed a General candidate as Branch Manager of the same cadre without taking the consent from him. We are requesting to appoint him Incharge in the same office and provide the justice to him.