

No.SK/2/2017/MSTL1/SEOTH/RU. II  
Government of India  
(National Commission for Scheduled Tribes)

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6<sup>th</sup> Floor, Lok Nayak Bhawan,  
Khan Market, New Delhi  
Dated 01.02.2018

To

The Chief Executive Officer,  
Bokaro Steel Plant, ADM Building,  
Bokaro Steel City, Jharkhand-827003.

Sub:- Representations dated 20.06.2017 & 04.08.2017 received from Shri Sanjay Kumar, General Secretary, All India SC/ST and Backward Class Employees' Co-ordination Council, Quarter No. 575, Sector-3A, Bokaro Steel City, Jharkhand-827003 regarding discrimination by the SAIL, Management with the SC/ST on the issue of pending demands of SC/ST Employees of SAIL/BSL.

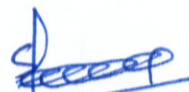
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Sir,

I am directed to enclose herewith a copy of the minutes of the Sitting held in the National Commission for Scheduled Tribes on 09.01.2018 at 12.00 Noon on the above mentioned subject for immediate necessary action. Action Taken Report in this regard may be submitted to the commission within 30 days positively.

Encls :- As above.

Yours faithfully,



(S.P. Meena)

Assistant Director

Tel: 24657271

Copy to:-

- i) Shri Shri Sanjay Kumar, General Secretary, All India SC/ST and Backward Class Employees' Co-ordination Council, quarter No. 575, Sector-3A, Bokaro Steel City, Jharkhand-827003.

Copy for information to :-

- ii) PS to Chairperson.
- iii) PS to Vice-Chairperson
- iv) PS to Members, NCST
- v) Sr PPS to Secretary, NCST
- vi) PS to Joint Secretary, NCST
- vii) SSA, NIC (for hosting on Commission's website)

**National Commission for Scheduled Tribes  
Government of India**

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F.No.SK/2/2017//MSTLI/SEOTH/RU.II

Subject:- Minutes of the Sitting Chaired by Hon'ble Chairperson (Shri Nand Kumar Sai), regarding discrimination by the SAIL Management with the SC/ST on the issue of pending demands of SC/ST Employees of SAIL/BSL.

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Representation dated 20.06.2017 & 04.08.2017 received from Shri Sanjay Kumar, General Secretary, All India SC/ST and Backward Class Employees' Co-ordination Council, Quarter No.575, Sector-3A, Bokaro Steel City, Jharkhand-827003.

2. The sitting was held on the above mentioned subject to discuss the case of Shri Sanjay Kumar, General Secretary, in the Conference Room of National Commission for Scheduled Tribes on 09.01.2018 at 12.00 Noon.

3. List of participants attached.

Gist of Discussions:-

4. While welcoming the C.E.O. B.S.L. and Senior Officers of SAIL/BSL, Hon'ble Chairperson stated that the NCST has been set up to monitor all matters relating to the safeguards provided for the ST under the Constitution or under any other law.

5. Joint Secretary, NCST gave a background of the case and initiated the proceedings of the meeting by stating issues raised by All India SC/ST Backward Class Employees' Co-ordination Council and also requested the management of SAIL/BSL to provide comments on the following issues raised by All India SC/ST and Backward Class Employees' Co-ordination Council: -

- i) SC/ST organizations should be provided Membership of Sub-Committee NJCS.
- ii) Request for engagement of office bearer for the Organization and also to provide the space for the organization in the office premises.

  
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New Delhi




- iii) Appointment of a representative of SC/ST organizations in the Board of Bokaro General Hospital.
- iv) Filling up of backlog vacancies.
- v) Commencement of Ambedkar Award like as Vishwakarma Award.
- vi) Safety equipment may be provided immediately to the workers deployed in the Plant.
- vii) Engagement of a representative of workers, organization along with Liaison Officer.
- viii) Providing of a copy of official orders to the worker's organizations as like as Central Trade Unions and the organization may also be intimated regarding the visit of special team of various organizations.
- ix) A quarterly meeting may be organized by the management of SAIL/BSL for disposal of complaints of the employees.

i) Shri P.R. Balasubramanian, General Manager (Pers)SAIL/BSL stated that Sub-Committee of National Joint Committee for Steel Industry is a National Committee, which is constituted at National Level and look after the various steel plants of the country. The five Central Trade Union are registered with the Steel industry as per rule. The representatives of Central Trade unions are the members of the above Sub- Committee and they are representatives of the workers and employees. The request of the organization was not recognized.

ii) Shri Balasubramanian further stated that SAIL/BSL has already allotted one quarter for one trade union and Liaison officer has already been appointed by the management for the welfare of the workers/employees. He has also suggested that if all the SC/ST/OBC unions are to be united then they will do something more for the welfare of the organizations. Hence, the request could not be considered.

iii) The management has agreed with the proposal to nominate one representative of the SC/ST organization in the Medical Invalidation Board of Bokaro General Hospital.

iv) General Manager (Pers) Sail/BSL stated that at present there is no backlog vacancy in the SAIL/BSL.

  
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New Delhi

- v) Shri Balasubramanian stated that Vishwakarma Award is a National Award which is given by Ministry of Labour & Employment for specific work in the field of technology. If they wish the same award in the name of Dr. Ambedkar then the organization should approach Govt. of India. Hon'ble Chairperson also suggested that an award to be given in the Name of Birsa Munda for the specific work in the specific Trade. Management is agreed with the suggestion of the Chairperson. Again the representatives of the organization have suggested to launch a scheme to award a certificate for outstanding performance in the plant.
- vi) General Manager (Pers) SAIL/BSL stated that the Bokaro Steel Plant is committed to provide the safety instruments to the workers/employees of the plant and the safety instruments are provided to all the employees of the plant. Bokaro Steel plant follow all the rules and regulation relates to the safety of the workers/employees.
- vii) Shri Balasubramanian stated that as per rule we are not in position to appoint another representative of the organization parallel to the liaison Officer.
- viii) General Manager (Pers) SAIL/BSL stated that management has discussed the issues related to plant with worker's organization from time to time and the office orders are marked to the representative of the organization and the same are also available on the website of the plant.
- ix) At the end, he stated that the management has discussed the complaint of the SC/ST Employees organization of the Bokaro Steel Plant and disposed of the all the complaints in the meetings which are being held from time to time.

The sitting was ended with the votes of thanks.

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