



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. Review/28/M/o Steel (RINL)/2023-SSW

Dated:- 13.11.2023

To,

Shri Atul Bhatt  
Chairman-cum- Managing Director  
Rashtriya Ispat Nigam Ltd (RINL),  
Administrative Building  
Visakhapatnam Steel Plant  
Visakhapatnam – 530031(Andhra Pradesh)  
Email:- cmd@vizagsteel.com  
Phone- 0891-2518301

**Sub:- Review of Constitutional Safeguards for Scheduled Tribes of RINL, Visakhapatnam.**

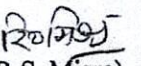
महोदय,

I am directed to enclose herewith a copy of the minutes of the review meeting held under the Chairmanship of Shri Ananta Nayak, Hon'ble Member, National Commission for Scheduled Tribes (NCST) on 24.09.2023 at Visakhapatnam (Andhra Pradesh) on the above mentioned subject.

It is requested that the action taken/ to be taken in the matter may be submit to NCST within stipulated time from receipt of the letter, for taking appropriate action.

Yours faithfully,

Encl:- As above

  
(आर.एस.मिश्र / R.S. Misra)  
अनुसंधान अधिकारी / Research Officer  
Tel:-24641640

Copy for information

1. PS to Hon'ble Member, NCST.
2. NIC, NCST for uploading on the website of the Commission



राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes

**REPORT AND RECOMMENDATIONS UNDER ARTICLE 338A(5)(e) OF THE CONSTITUTION OF INDIA ON THE MEASURES TO BE TAKEN BY THE RASHTRIYA ISPAT NIGAM LTD. (RINL) FOR EFFECTIVE IMPLEMENTATION OF CONSTITUTIONAL SAFEGUARDS AND REVIEW AND MONITORING OF SCHEMES FOR THE PROTECTION, WELFARE AND SOCIAL ECONOMIC DEVELOPMENT OF THE SCHEDULED TRIBES BY THE NATIONAL COMMISSION FOR SCHEDULED TRIBES.**

[File No. Review/28/M/o Steel(RINL)/2023-SSW]  
Date of Review: 24.09.2023 at Visakhapatnam, Andhra Pradesh

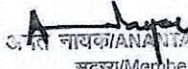
The National Commission for Scheduled Tribes (NCST) is a constitutional body set up under Article 338A of the Constitution of India to investigate and monitor all matters relating to protection, welfare and socio-economic development of Scheduled Tribes in the country. As per constitutional provisions, the Union and every State Govt. shall consult the Commission on all major policy decisions affecting Scheduled Tribes. The Commission is required to present to the Hon'ble President of India reports upon working of those safeguards and all such reports are to be laid before each House of Parliament along with Memorandum explaining the Action Taken or proposed to be taken on the recommendations relating to the Union and the reasons for non- acceptance, if any, of any of such recommendations.

2. In pursuance of the above constitutional mandate, Shri Ananta Nayak, Hon'ble Member, National Commission for Scheduled Tribes, in the presence of Shri K. Touthang, Joint Secretary, NCST and other officers of the Commission took review meeting with the CMD, RINL, Visakhapatnam on 24.09.2023 to evaluate the working of constitutional safeguards available to the Scheduled Tribes employees in the RINL and to review implementation of various service safeguards and other developmental schemes / programmes for the welfare and development of Scheduled Tribes employees and Scheduled Tribes in the country.

3. The list of Officers of RINL, present in the Review Meeting at 11:30 AM on 24.09.2023 and office bearers of SC/ST Employees Welfare Association, RINL and ST employees of RINL, who attended the meeting at 10:00 AM on 24.09.2023 are Annexed.


4. Before the Review Meeting with the management of RINL on 24.09.2023, the Hon'ble Member, NCST had interaction and discussion with the Office bearers of SC/ST Employees Welfare Association of Visakhapatnam Steel Plant, ST employees of RINL and Liaison Officer, RINL on the problems and difficulties faced by ST employees in the RINL. The SC/ST Employees Welfare Association, RINL, ST Employees of RINL and Liaison Officer has submitted the following issues before the Hon'ble Member, NCST:-

- a. The interest of Scheduled Tribes employees may be kept in mind during process of disinvestment of RINL.

  
अन्ता नायक/ANANTA NAYAK  
सदस्य/Member  
राष्ट्रीय अनुसूचित जनजाति आयोग  
NATIONAL COMMISSION FOR SCHEDULED TRIBES  
भारत सरकार/Govt. of India  
नई दिल्ली/New Delhi



- b. There is no ST representation in the General Manager level of the company.
  - c. None of the Heads of Department is from the ST category.
  - d. There is no promotion in various posts during last 5 years.
  - e. There are 16 Chief General Manager but there is no representation of ST inspite of availability of eligible STs candidates.
  - f. The statue of Eklavya may be erected in the Eklavya Park of RINL.
  - g. There should be representation for STs in the contractual posts.
  - h. More movement passes may be issued to office bearers of SC/ST Employees Welfare Association of RINL.
  - i. The roster system is adopted by the VSP SC/ST Employees Welfare Association, RINL. Hence, there is no need for bifurcation of the organization into two associations. At present, the President of the Association belongs to ST category.
5. After meeting the representatives of VSP SC/ST Employees Welfare Association, RINL, Shri Ananta Nayak, Hon'ble Member, NCST in the presence of the Joint Secretary, NCST and other Officers of NCST reviewed RINL with the CMD, RINL and Sr. Officers. After round of introduction, the RINL made power point presentation covering the background and history of RINL and activities being taken by the organization for welfare of ST Employees and Scheduled Tribes in the country. In addition, the presentation also covers about manpower, reservation, roster and CSR activities being under taken by the company during last 5 years.
6. The main activities of RINL include production of steel products in the long category from its operating unit at Visakhapatnam (AP) and operation of three captive mines viz., Jaggyyapeta Limestone Mine and Garbham Manganese Mine in Andhra Pradesh State and Madhram Dolomite Mine in the State of Telangana. The RINL has setup a Forged Wheel Plant at Lalgunj, (District-Rae-Bareli, Uttar Pradesh) with a production capacity of one lakh wheel per annum, to cater the requirement of Indian Railways for import substitution. Unit is under commercial operation and production is being ramped up. The company is having one subsidiary viz Eastern Investment Limited (EIL) with 51% shareholding, which is having two subsidiaries, viz M/s Orissa Mineral Development Company Ltd. (OMDC) and M/s Bisra Stone Lime Company (BSLC). The RINL is one of the largest producer of bars and rods in the country with a market share of 6.2% in 2022-23. The Commission was also informed that the Cabinet Committee on Economic Affairs (CCEA), in its meeting held on 27.01.2021 had given "in Principle" approval for 100% disinvestment of GOI shareholding in RINL along with RINL's stake in its subsidiaries/JVS through strategic disinvestment by way of privatization.
7. As on 01.09.2023 the total number of employees, as reported to the Commission, is 14051 out of which ST employees were 1088 which constitute 7.74%. The percentage of ST employees in Group- B & C category were reported at 6.93% and 7.22% respectively which were not up-to the percentage stipulated for STs.

  
श.नंत नायक/ANANTA NAYAK  
सदस्य/Member  
राष्ट्रीय अनुसूचित जनजाति आयोग  
NATIONAL COMMISSION FOR SCHEDULED TRIBES  
भारत सरकार/Govt. of India  
नई दिल्ली/New Delhi



8. **Observations of the Commission:-**


The management of RINL has provided an office building in the Steel Plant Township to the VSP SC/ST Employees Welfare Association with all necessary facilities. The activities taken by RINL under CSR in Scheduled Tribes areas and action taken by the management for allotment of accommodation for STs are appreciable.

9. **Recommendations:-**

After discussion with the CMD & other Sr. Officers of RINL during the presentation and on the issues raised by VSP SC/ST Employees Welfare Association, Ukkunagaram, Visakhapatnam the Commission make the following recommendations:-

- a. RINL may examine the issues raised by the VSP SC/ST Employees Welfare Association at para 4 (a) to (i) for taking necessary favourable action and sending the report to the Commission within one month.
- b. A list of employees of RINL, who obtained fake ST certificate may be sent to the Commission.
- c. RINL may clarify regarding Displaced beneficiaries/employees who are kept in ST category.
- d. The Executive Promotion Policy may be finalized.
- e. Adequate representation of Scheduled Tribe to be ensured for all contractual/temporary appointments which are to last for 45 days or more. In case such works are to be outsourced to private agencies, RINL may incorporate in their "term and condition" of the contract with the respective agency.
- f. The "Internal Grievance Committee" to be setup separately for resolving of the problems of Scheduled Tribes Employees of the RINL.
- g. The year wise details of CSR activities undertaken by RINL during the last 5 years may be provided.
- h. Action taken/ to be taken on the proceedings of the last two meetings between management and VSP SC/ST Employees Welfare Association may be furnished.
- i. The local need based "skill training" may be imparted to ST persons under CSR activities.

10. Action taken report to be furnished by RINL within one month from receipt of the Minutes of the Review Meeting.

  
(Ananta Nayak)

Member,  
NCST, New Delhi

अन्ता नायक/ANANTA NAYAK  
सदस्य/Member  
राष्ट्रीय अनुसूचित जनजाति आयोग  
NATIONAL COMMISSION FOR SCHEDULED TRIBES  
भारत सरकार/Govt. of India  
नई दिल्ली/New Delhi

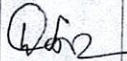

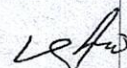

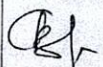

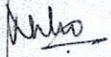
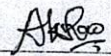

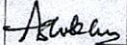


**राष्ट्रीय अनुसूचित जनजाति आयोग**  
**National Commission for Scheduled Tribes**

List of participants of the Meeting with the Office bearers of SCs & STs Employees Welfare Association, RINL, Visakhapatnam on 24.09.2023 at 09:00 AM at Visakhapatnam (Andhra Pradesh) under the Chairmanship of Shri Ananta Nayak, Hon'ble Member, NCST, New Delhi.

<b>I. National Commission for Scheduled Tribes</b>			
1.	Shri K. Touthang, Joint Secretary		
2.	Shri J.J. Sarode, Director		
3.	Shri R.S. Misra, Research Officer		
4.	Shri R.K. Tripathy, Special Rapporteur		
5.	Shri P.K. Parida, PS to Hon'ble Member		
<b>II. SCs &amp; STs Employees Welfare Association, RINL, Visakhapatnam</b>			
	Name & Designation	Address & Ph. No.	Signature
1	B. D. Naik Sr. Tech	Medical 9612745304	
2	V. L. Murthy General Foreman	SMS-1 CCD No 9908972634	
3	Bhargajikishore Singh Changan	SMS-7 94409 59736	
4	K.V. Ramesh G. Foreman	COG CCP - 9052489395	
5	L.V. Ramana Rao	Sector - 8 UKKUNAGARAM 9346069000	
6	S. Mohan babu Secretary	301B/11 UKKUNAGARAM 9866191713	
7	M. GANESH	CRMP - RINL 9491790756	
8	S SATYANARAYANA	UTILITIES - RINL 9440607106	
9	M. Chayya. Bayya	RINL 411B/1 Sec - 4 VSP - 32	



SR	NAME & DESIGNATION	Address & Phone No	Signature
10	D. PULLA RAO	408/c/Secfor-6 9000312233	
11	G. Venugopala Rao	Srinagar, Guntur 9493421007	
12	D. APPARAO	9885210887	
13	M. Pardi Kondal Rao	9885199892	
14	G. phaneendra Babu	9703812332	G.P.B.
15	NSRM Prasad	9701342898	
16	Joseph Kujur	9849806166	
17	V. Thirupathi Rao	9347155871	
18	A. Koteswara Rao	9493201754	
19	D. Sambamurthy	9441046885	
20	B. Astok KUMAR	8332856661	
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**राष्ट्रीय अनुसूचित जनजाति आयोग**  
**National Commission for Scheduled Tribes**

List of participants of the Review Meeting with the CMD & Ors. Sr. Officers of RINL, Visakhapatnam on 24.09.2023 at 11:30 AM at Visakhapatnam (Andhra Pradesh) under the Chairmanship of Shri Ananta Nayak, Hon'ble Member, NCST, New Delhi.

<b>I. National Commission for Scheduled Tribes</b>			
1.	Shri K. Touthang, Joint Secretary		
2.	Shri J.J. Sarode, Director		
3.	Shri R.S. Misra, Research Officer		
4.	Shri Radha Kanta Tripathy, Special Rapporteur		
5.	Shri P.K. Parida, PS to Hon'ble Member		
<b>II. RINL, Visakhapatnam</b>			
	Name & Designation	Address & Ph. No.	Signature
1	ATUL BHATT CMD RINL	9934306317	Atul
2	SOBESH CHANDRA PANDEY D (P)	8986872856	Atul
3	GADDE GANDHI CGM(GAR)	9849397726	G.
4	Dr. Prakash K.H., CGM(MATHS)	9448463804	Prakash
5	Binay Kumar (AMITH)	9066186335	Binay
6	R.V.A. MURALI BABU, CGM(MMS) 1/2	9866149192	R.V.A.
7	N. V. SWAMY	9949352771	N.V.S.
8	Dr. V.R. Bapat Rao CGM (Projects) 1/2	9866563400	V.R.B.
9			
10	V. SANTA KUMAR Dr. M. S. PRASAD	9866192187 9866223431	V.S.K.



Sr No.	NAME & DESIGNATION	Address & Phone No.	Signature
11	D. VIJAYA KUMAR GM (Training)	9949712123	
12	A. ASHOK GM (CSR)	9849347488	A Ashok
13	Prashant Sagar GM (Mktg) & HO	8332983263	P. Sagar
14	B. T. NAIK, GM (CH)/CONCEPT	8309821576	
15	K. SAHA, GM (HR)	9908546777	
16	N. Bhany, GM (Training)	9000765766	Nb
17	V. Thirupathi Rao, DG M (HR) & LO for SC/ST	9347155871	
18	K. SANJEEVA RAO GM (HR) - JR	9989788849	K. Sangeeta
19	T. K. Jyoti	8500669421	TJ
20	J. MALLIKHARJUNARAO	9849592586	
21	Dipankar Das	9949976157	pm
22	KVLN MURTHY	9000451451	
23	Dr Radhika D	9989313266	
24	Bhanati Nayudu	9652859859	
25	NSRM Prasad	9701347898	
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