



सत्यमेव जयते

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. Review/47/Kochin Port Trust/2024-SSW

Dated: 19/03/2024

To,

Shri B. Kasiviswanathan,
Chairperson,
Cochin Port Authority,
Willingdon Island,
Kochi - 682009 (Kerala)
(Ph No. 0484-2582006)
(Email: chairman@cochinport.gov.in)

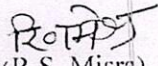
Sub: Review of constitutional Safeguards for Scheduled Tribes of Cochin Port Authority (CPA).

महोदय,

I am directed to refer to the subject cited above and to enclose copy of minutes of Review Meeting held under the Chairmanship of Smt. Alaka Tiwari, Secretary, National Commission for Scheduled Tribes (NCST) on 27.02.2024 at Cochin Port Authority, Cochin (Kerala).

It is requested that the report on action taken/ to be taken on the recommendations may be sent within 30 days from receipt of the letter, for placing it before the Hon'ble Commission.

Yours faithfully,


आर.एस.मिश्र/R.S. Misra)
अनुसंधान अधिकारी/Research Officer
Ph No. 011-24641640

Copy for information to:

1. PS to Secretary, NCST
2. O/o JS, NCST
3. NIC, NCST for uploading on the website of the Commission

राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes

REPORT AND RECOMMENDATIONS ON THE MEASURES TO BE TAKEN BY COCHIN PORT AUTHORITY, COCHIN 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/47/Kochin Port Trust/2024-SSW]
Date of Review: 27.02.2024 at Cochin, (Kerala)

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 the constitutional provisions, the Union and every State Govt. shall consult the Commission on all major policy decisions affecting Scheduled Tribes. The Commission presents its Reports to the Hon'ble President of India and all such Reports of the Commission upon the working/implementation of the Constitutional safeguards provided for Scheduled Tribes 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 by the Ministry of Tribal Affairs, Government of India.

2. In pursuance of the above Constitutional mandate, Smt. Alka Tiwari, Secretary, NCST and other Senior Officials of the Commission took review meeting with the Chairperson and other senior officers of Cochin Port Authority (CPA), Cochin on 27.02.2024 to evaluate the working of constitutional safeguards available to the Scheduled Tribes in the CPA and to review implementation of various service safeguards and other developmental schemes/programmes for the welfare and development of Scheduled Tribe employees and Scheduled Tribes of the country.

3. The list of Officers of CPA, present in the Review Meeting at 15:30 Hrs and office bearers of Federation of Central Govt. SCs & STs Employees (Kerala) CPA Unit, Cochin, who attended the meeting at 14:30 Hrs on 27.02.2024 at CPA, Willingdon Island, Cochin (Kerala) is Annexed.

4. Before the Review Meeting on 27.02.2024, the Secretary, NCST along with Joint Secretary and other officials of the Commission had interaction and discussion with Office bearers of the Federation of Central Govt. SCs & STs Employees (Kerala) CPA Unit on the problems and difficulties faced by ST

employees in the CPA. The office bearers of the Federation of Central Govt. SCs & STs Employees (Kerala) CPA Unit have drawn the attention of the Commission on the following issues:-

- (1). The CPA Management does not conduct recruitment for the various posts leading to lesser number of ST Employees in the organizations during last 10 years.
- (2). Backlog posts reserved for STs are not filled.
- (3). Posts reserved for STs are abolished without Board's approval. The abolished posts may be revived.
- (4). Promotions not given to qualified ST employees.
- (5). Non application of reservation in contractual appointments.
- (6). On merit ST candidates also counted in ST category.
- (7). Rosters not maintained for the various posts by the management. The rosters are not shared with to Federation of Central Govt. SCs & STs Employees (Kerala) CPA Unit.
- (8). Structured meeting between the Federation of Central Govt. SCs & STs Employees (Kerala) CPA Unit and management of CPA not conducted in time.

5. After meeting with office bearers of the Federation of Central Govt. SCs & STs Employees (Kerala) CPA Unit, the Secretary, Joint Secretary and other Sr. Officers of NCST reviewed CPA with the Chairperson and Sr. Officers of CPA regarding issues affecting the Scheduled Tribes employees in CPA. After a round of introduction and briefing from Dy. Director, NCST regarding functions and duties of the NCST, the Chairperson, CPA apprised about the activities being undertaken by the CPA for welfare and protection of Scheduled Tribes Employees followed by a power point presentation on the decades growth, journey (from 1341) and present business of CPA. In addition to this, position of employees of the CPA as on 02.02.2024, concessions / relaxations given to STs in direct recruitment, mechanism to ensure proper implementation of reservation policy, measures taken for welfare of STs working in the CPA.

6. Observations:

In the reply to NCST Questionnaire, the CPA has informed that the total number of employees in the company was 5008 (as on 01.01.1997), 2533 (as on 31.03.2014) and 981 (as on 31.03.2023). As on 31.03.2023, the total No. of employees was 981. The Class I category employees were 85 out of which 05 belong to ST category constituting 5.88%; Class II category employees were 83 out of which 05 belong to ST category constituting 6.02%; Class III category employees were 767 out of which 22 belong to ST category constituting 2.87% and Class IV category employees were 46 out of which 01 belongs to ST

category constituting 2.17%. The total No. of employees reported in different years were varied. The details of CSR activities were not reported.

7. Recommendations:-

After detailed discussion with Chairperson & other Sr. Officers of CPA on various issues affecting the Scheduled Tribe employees in CPA, the following recommendation are given:-

- a. Action may be taken on the issues raised by the Federation of Central Govt. SCs & STs Employees (Kerala) CPA Unit as mentioned in Para 4.
- b. The category wise sanctioned strength position of the employees (Management & Non Management) of the CPA may be furnished, as the number of employees of the CPA informed by the management on 31.03.2023 and 02.02.2024 were different.
- c. Steps taken to fill up the shortfall vacancies for STs may be furnished.
- d. Recruitment Rules for various posts need to be reviewed keeping in view the interest of ST employees.
- e. Total sanctioned strength and STs therein of the CPA may be furnished.
- f. The roster for various posts (both online & offline) to be made available to the office bearers of Federation of Central Govt. SCs & STs Employees (Kerala) CPA Unit, Cochin.
- g. Training programmes may be conducted specifically for upgrading the skills of employees (including ST employees) of the CPA, Cochin.
- h. Liaison officer and Members of various DPCs may be given training about the reservation policy and rules related to services.
- i. There is need to ensure ST representation in the higher posts (i.e Executive Director and other higher posts) of the CPA.
- j. Special training / programmes may be organised/imparted to ST employees for enhancing their skills for betterment and promotion to the higher posts.
- k. The minutes of structured meeting with management and Federation of Central Govt. SCs & STs Employees (Kerala) CPA Unit may be communicated to Federation of Central Govt. SCs & STs Employees (Kerala) CPA Unit. The action taken report on the points/recommendation/suggestions of the previous meeting may also be brought in the next meeting.
- l. An Internal Grievance Redressal Committee for STs (as advised by NCST in August, 2021 to All Central Ministries/Department for setting up in the PSUs/subordinate offices. copy of the composition of the committee is enclosed) may be setup and informed to all office bearers of Federation of Central Govt. SCs & STs Employees (Kerala) CPA Unit.

Annexure

List of participants of the Review Meeting held on 27.02.2024 at Cochin Port Authority at Cochin, Kerala under the Chairmanship of Smt. Alka Tiwari, Secretary, NCST, New Delhi.

I	<u>National Commission for Scheduled Tribes</u>
1.	Shri K. Touthang, Joint Secretary
2.	Shri R.K. Dubey, Dy. Director
3.	Shri R. S Misra, Research Officer
II.	<u>CPA, Management</u>
1.	Shri B. Kasiviswanathan, Chairperson
2.	Shri Malla Srinivasa Rao, FA&CAO
3.	Shri V. Thuraipavdian, CME
4.	Ms. Prema Kumari, Secretary
5.	Shri Sajeev.V.A, LO for SCs / STs
6.	Shri Vipin R. Mentoh, Traffic Manager, CPA
7.	Dr. K. I Muthu Koya, Chief Medical Officer I/C
8.	Capt. T. M. Kumar
9.	Shri Rema E, Chief Engineer
III.	<u>Federation of Central Govt. SCs/STs Employees (Kerala), CPA Cochin</u>
1	Shri Pushpan P.V, Secretary (Dy. CA)
2	Shri Thibina K.P, Joint Secretary (Manager)
3	Shri K.V. Moli, Treasurer (AO Gr I)
4	Shri T. B. Sudhakaran, Executive Member (Sergent Fire Servicess)
5	Shri Sudhi, AE (M)