



भारत सरकार
Govt. of India

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/9/BEL/2024-SSW
To

Dated: 24.08.2024

Shri Manoj Jain,
Chairman-cum-Managing Director,
Bharat Electronics Limited,
Outer Ring Road, Nagavara
Bangalore – 560045
(Karnataka).

Sub: Meeting on implementation of constitutional safeguards for Scheduled Tribes – Bharat Electronics Ltd.

Sir,

I am directed to enclose herewith a copy of the Minutes of Meeting held under the chairmanship of Shri Jatothu Husain, Hon'ble Member, National Commission for Scheduled Tribes (NCST), New Delhi on 09.08.2024 at Corporate Office, BEL, Bengaluru on the subject cited above.

It is requested that the action taken / to be taken on the recommendations / suggestion of the Meeting may be intimated to NCST within 30 days from receipt of this letter, for taking appropriate action.

Encl: As above.

Yours faithfully,



(R. S. Misra)

Research Officer

Ph. 011-24641640.

Copy for information to:

Shri Vijayakumar Benagi, President,
BEL SC/ST Welfare Association,
C/o 09, BEL Fine Arts Complex,
Jalahalli Post, Bengaluru-560013.
(Karnataka)

Copy to:

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

National Commission for Scheduled Tribes

MINUTES OF MEETING WITH CMD AND SENIOR OFFICERS, BHARAT ELECTRONICS LIMITED (BEL), REGARDING EFFECTIVE IMPLEMENTATION OF CONSTITUTIONAL SAFEGUARDS FOR THE PROTECTION, WELFARE AND SOCIO-ECONOMIC DEVELOPMENT OF THE SCHEDULED TRIBES BY THE NATIONAL COMMISSION FOR SCHEDULED TRIBES.

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Date and Venue of Meeting: 09.08.2024, Bangalore.

In pursuance of the Constitutional mandate extended to NCST under Article 338A of the Constitution of India, Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes and other officials of the Commission took meeting with the Chairman and Managing Director and other senior officials, Bharat Electronics Limited on 09.08.2024 to discuss the working of Constitutional Safeguards available to the Scheduled Tribes and review implementation of various developmental schemes/programmes being run for the welfare and development of Scheduled Tribes employees and Scheduled Tribes of the State.

2. The list of Officers of Bharat Electronics Limited and office bearers of BEL SC/ST Welfare Association present in the Meeting(s) on 09.08.2024 is annexed.

3. Before the meeting with CMD, Bharat Electronics Limited, Hon'ble Member met with the office bearers of BEL SC/ST Welfare Association, Jalahalli, Bengaluru on 09.08.2024. The office bearers of BEL SC/ST Welfare Association welcomed the Hon'ble Member and pointed out problems related to services of ST employees and issue related to welfare of ST employees and the ST persons in the country. The points are as under:

1. The portrait of Dr. B.R. Ambedkar be displayed in Conference Hall(s) and other areas of BEL.
2. ST reservation may be included in the outsource post.
3. There is less number of representations in the posts of Assistant General Manager and General Manager.
4. Since there is no ST member in Board of Directors in last 70 years, hence, ST members may be appointed in the Board of Directors of BEL.
5. The additional educational qualification may be included in the criteria for promotion to next post.
6. The eligible ST candidate should be promoted at par with other candidates.
7. ST certificate of the employees who are working against the reserved post for ST may be verified.

After the meeting with office bearers of BEL SC/ST Welfare Association, Hon'ble Member had a meeting with CMD and other senior officer of BEL. At the beginning of the meeting, a short film on BEL was played. Thereafter, CMD, BEL gave a brief description through a power-point presentation. The PPT mentioned about the history, Manufacturing Network, Area of Diversification, Business Segments, Human Resource and Export, Quality Management, Expansion and Modernization, Turnover, Corporate Social Responsibilities and various safeguards provided to the Scheduled Tribes employees. BEL was established in 1954 under Ministry of



* Defense. There are about 8794 employees in BEL out of which 5267 are Engineers (50% engineers in R&D) as on 30.06.2024. There are 2 central research laboratory, situated in Bangalore and Ghaziabad. Along with this, there are other manufacturing units located in Ghaziabad (U.P.), Bangalore (Karnataka), Pune and Navi Mumbai (Maharashtra), Machilipatnam (Andhra Pradesh), Panchkula (Haryana), Chennai (Tamil Nadu), Hyderabad (Telangana) and Kotdwara (Uttarakhand).

It was informed that there are 8937 total employees as on 31.03.2024. In this, the Group A constitutes 5807 employees out of which 417 belongs to ST category (7.18%), Group B consists of 243 employees out of which 17 belong to ST category (6.99%), Group C consists 2715 employees out of which 120 from ST category (4.41%) and 172 employees are in Group D out of which 16 belongs to ST category (9.30%).

4. After meeting with CMD and senior officers of BEL, the Hon'ble Member had a joint meeting with the Management of BEL and office bearers of BEL SC/ST Welfare Association. In the meeting, the points raised by office bearers of BEL SC/ST Welfare Association were attempted to resolve by the management.

5. Observations of the Commission:

It was observed that the joint SC/ST Welfare Association is not in position to present the problems and issues of ST employees in proper way with justification. It is also observed that the representation of ST employees is very less in decision making positions. There were also difference in numbers of employees reported on 31.03.2024 and 30.06.2024. The liaison officer of BEL appears to be was not well informed about the provisions meant for ST employees. It was observed that Internal Grievance Committee was not constituted by administration as suggested by NCST in August 2021 to Secretaries of Ministries / Departments.

6. Recommendations / Suggestions of the Commission:-

After discussion in the meetings, the Commission makes the following recommendations:-

- a. Action taken / to be taken on the points mentioned in Para (3) above may be provided.
- b. The list of own merit ST candidates in each post may be supplied.
- c. Meeting of SC/ST Welfare Association and Liaison officer may be convened on monthly basis.
- d. The norms of vigilance clearance require to be re-examined.
- e. The representative of ST may be nominated in the all important committees of BEL.
- f. The existing rules for various posts may be reviewed keeping in view of additional qualifications obtained by ST employees.
- g. The existing punishment provisions for employees of the BEL may be re-examined.
- h. The BEL SC/ST Welfare Association office bearers may be asked to carve out a separate association for ST employees of BEL, as all are aware that National Commission for Scheduled Castes and Scheduled Tribes were bifurcated in the year 2004 in two Commissions namely, National Commission for Scheduled Castes and National Commission for Scheduled Tribes which looks after the issues of Scheduled Castes and Scheduled Tribes of the nation separately.
- i. The information for constitution of Internal Grievance Redressal Committee for STs (as advised by NCST in August, 2021 to All Chief Secretaries of the State/UTs) in the department may be supplied.