

Speed Post



Government of India
National Commission for Scheduled Tribes

6th floor, Lok Nayak Bhawan,
Khan Market, New Delhi
Dated: - 24.11.2021

F.No NCST/MECON(MSTL)/Res. Policy/2021-SSW

To,

1. Shri Salil Kumar,
Chairman & Managing Director,
MECON Limited,
Vivekananda Path, Doranda,
Rachi-834002 (Jharkhand).
2. Shri Manoranjan Biswas,
Chief General Manager(Personnel),
MECON Limited,
Vivekananda Path, Doranda,
Rachi-834002 (Jharkhand).

Sub:- Minutes of the Sitting held on 10.11.2021 at 11.00 A.M. under the Chairmanship of Shri Ananta Nayak, Hon'ble Member, NCST, New Delhi regarding discussion for reservation policy and safeguards.

Sir,

I am directed to enclose herewith a copy of the minutes of Sitting held in the National Commission for Scheduled Tribes, Lok Nayak Bhawan, Khan Market, and New Delhi 110003 on 10.11.2021 at 11.00 A.M. on the above mentioned subject for necessary action. Action Taken Report may please be furnished to the Commission within 30 days on the receipt of this letter.

Yours faithfully,

Encl:- as above

(Dr. Lalit Latta) 24/11/21
Director
Tel: 011-24615012

Copy for information:-

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

National Commission for Scheduled Tribes

Review meeting with MECON Ltd.

Commission held a review meeting of MECON Ltd., a Govt. of India Enterprise on 10.11.2021. Chief General Manager(HR), MECON Ltd. appeared before Commission in compliance of notice dated 26.10.2021. Sri Ananta Nayak, Hon'ble Member, National Commission for Scheduled Tribes presided the meeting. The Reservation Roster, connected documents related to recruitment policy, copies of the advertisement for recruitment, manpower report, promotion in different grades in the past years were produced. On examination of all such documents, the commission observed the followings:

Observations

On Recruitment:

1. There was no reservation roster in the organization in the year 2016, 2017 and 2018. Subsequently, the reservation recruitment roster was made. **But the roster register has not been maintained as per the procedure and format. The prescribed roster register has not been followed.**
2. The company is doing recruitment on fixed term contract regularly to meet short requirement of different projects. But no reservation roster is applicable on those recruitments. However, effort has been made to recruit the ST candidates and other reserved category, which is evident from the manpower report.
3. The recruitment for the post of Management Trainee in the regular appointment for the year 2018 was cancelled, even after conducting the entire selection process. Although the number of post reserved for ST, SC, OBC candidates was not indicated in the advertisement, the selection was made according to the reservation percentage. Because of cancellation, the selected ST candidates including other SC, OBC candidates were deprived of the employment opportunity.
4. **The Liaison Officer of the company should have ensured maintenance of the reservation roster strictly as per the procedure and format. The organization has not complied with the provisions, rules and procedure.**


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

On Promotion:

1. The promotion to the ST candidates and other reserved category was made in the past years, which is evident from the promotion records of past years.

On CSR:

1. The company has been undertaking many CSE activities for the development and enhancement of Tribal community. The documents presented before the Commission reveals that organization has adopted villages in Jharkhand where various facilities have been provided like establishment of hostel, water pipelines, health camps and training programs with stitching machines.

Recommendations

1. The MECON Ltd is recommended to rectify the deficiency in the existing roster register and maintain it for all upcoming recruitments/promotions.
2. The MECON Ltd. Is recommended to initiate action for filling up backlog ST vacancy through special drive.
3. All future recruitment should indicate the vacancy for ST and other reserved category.
4. The presidential directive on reservation in recruitment and maintenance of reservation roster should be followed.
5. It is recommended to produce the compliance report to be produced before the commission within one month.
6. **The Chief General Manager(HR) of MECON Ltd. assured the Commission for all compliances by establishing a mechanism for recruitment and promotion for the welfare of Scheduled Tribes.**
7. **Hon'ble Member advised to CGM (HR) to rectify the all recruitment and promotion processes and compliance to be sent to the Commission within 15 days.**


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

Annexure

List of participants of the sitting held on 10.11.2021 at 11.00 A.M. under the Chairmanship of Shri Ananta Nayak, Hon'ble Member, NCST regarding discussion for reservation policy and safeguards.

I.	National Commission for Scheduled Tribes
1.	Dr. Lalit Latta, Director
2.	Shri Hrishikesh Jha, Legal Advisor
II.	MECON Limited
1.	Shri Salil Kumar, Chairman & Managing Director
2.	Dr. Manoranjan Biswas, Chief General Manager (pers.)