



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 NCST/SER-185/MOS/2/2021-SSW

Dated: 12.08.2024

To,

Shri Madhu S. Nair  
Chairman - Cum -Managing Director  
Cochin Shipyard Ltd.  
Perumanoor, Ernakulam -682015 (Kerala)  
Phone: 0484-2501200

**Sub:-** Online grievance petition bearing registration No. MTRBL/P/2021/00371 dated 13.12.2021 of Shri P.K. Santhosh Kumar, General Secretary Federation of Central Government SC & ST Employees, Ernakulam-regarding irrationality in the qualifications prescribed in the recruitment rules of Cochin Shipyard Ltd.

महोदय,

I am directed to enclose herewith a copy of the minutes of sitting held under the Chairmanship of Shri J. Hussain, Hon'ble Member, NCST on 05.08.2024 at 11:00 AM in the National Commission for Scheduled Tribes, Lok Nayak Bhawan, Khan Market, New Delhi 110003 on the above mentioned subject, for information.

It is requested that the action taken/ to be taken in the matter may be intimated to NCST within stipulated time 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

Tel:- 011-24641640

Copy to :-

Shri P.K Santhosh Kumar  
General Secretary, Federation of Central Government SC/ST Employees (Kerala),  
Bapson Towers, 2nd Floor, Room No. 208, Thevara Js.  
Ernakulam- 682015 (Kerala)  
Mob No- 9895852488

Copy for information

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

**National Commission for Scheduled Tribes**

**(NCST/SER-185/MOS/2/2021-SSW)**

Minutes of the Sitting held under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes at Lok Nayak Bhawan, New Delhi, in the case of Shri P.K. Santhosh Kumar, General Secretary Federation of Central Government SC & ST Employees, Ernakulam regarding removal of relaxation in qualifying marks provided to ST Employees by Cochin Shipyard Ltd

**Date of the Sitting:** 05/08/2024, 11:00 AM  
**Participants in the Sitting:** As per Annexure

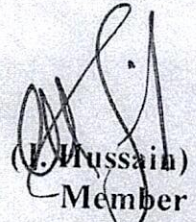
Shri P.K. Santhosh Kumar General Secretary Federation of Central Government SC & ST Employees, Ernakulam submitted a representation regarding removal of the 10% relaxation in the qualifications prescribed in the recruitment rules of Cochin Shipyard Ltd for selected posts of Executive Engineer Trainees. It was stated that the Cochin Shipyard Ltd. had been providing relaxations in the education qualification in-terms of marks till 2020 but that has been taken away now in the amended rule. Earlier it was 55% for SC/STs and now it is 65% for everyone including STs.

NCST vide Notice of even no. dated 27.12.2021 has referred the matter to the Chairman, Cochin Shipyard Ltd, Ernakulam for furnishing the facts and comments. Reply was not received. The Commission decided to discuss the issue with concerned authority and the petitioner on 05.08.2024 at 11:00 AM. Accordingly, a sitting notice was issued on 29.07.2024 to Chairman, Cochin Shipyard Ltd, Cochin and copy was endorsed to petitioner.

The Chairman, Cochin Shipyard Ltd along with officers was present. The petitioner was not present. The Chairman informed that they had removed the relaxations as per DoPT OM issued in the year 1985 but they are providing relaxation in written test, group discussion and interview as per rules to ST candidates.

It was observed that Cochin Shipyard Ltd. has not followed due procedure for increasing the percentage of qualification from 55% to 65% for ST candidates for Executive Trainees, after the year 2020. The officers of Cochin Shipyard Ltd. did not give satisfactory replies.

After discussion with the Chairman, Cochin Shipyard Ltd., it was recommended that the Cochin Shipyard Ltd may take up the matter with the concerned Stakeholders/Ministry of Shipping regarding removal of relaxation of educational qualification for the said posts for ST candidates. The action taken/to be taken may be communicated to NCST within 30 days.

  
(J. Hussain)  
Member

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

जाटोतु हुसैन / Jatothu Hussain  
सदस्य / Member  
भारत सरकार / Government of India  
राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes  
नई दिल्ली / New Delhi

Annexure

List of participants of the sitting held on 05.08.2024 at 11:00 AM under the Chairmanship of Shri Jathu Hussain, Hon'ble Member, NCST in the case of Shri P.K. Santhosh Kumar, General Secretary Federation of Central Government SC & ST Employees, Ernakulam regarding Online grievance petition bearing registration No. MTRBL/P/2021/00371 dated 13.12.2021 of Shri P.K. Santhosh Kumar, General Secretary Federation of Central Government SC & ST Employees, Ernakulam

I	<u>Cochin Shipyard Ltd</u>
	Shri Madhu S Nair
II	<u>Petitioner</u>