



National Commission for Scheduled Tribes

(A constitutional body under Article 338 of the Constitution of India)

Report on the Review of the Implementation of Constitutional Safeguards, Welfare, and Development Schemes for Scheduled Tribes (STs) by the NCST to the Goa Shipyard Limited on 20th May 2025.

B- Wing, 6th Floor, Lok Nayak Bhawan, Khan Market, New Delhi- 110003

Website: <https://ncst.nic.in> | Grievance portal for ST- <https://ncstgrams.gov.in>



File No.- NCST-12031/8/2025-Cord

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I. Introduction

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 the protection, welfare and socio-economic development of Scheduled Tribes in the country. As per constitutional provisions, the Union and every State Government shall consult the Commission on all major policies and 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 propose to be taken on the recommendations relating to the Union and the reasons for non- acceptance, if any, of any of such recommendations.

In pursuance of the above constitutional mandate, the Commission reviewed the Implementation of Constitutional Safeguards, Welfare, and Development Schemes for Scheduled Tribes (STs), including the reservation policy in the Goa Shipyard Limited. The NCST team was led by Shri Antar Singh Arya, Hon'ble Chairperson, along with him were Shri Nirupam Chakma, Hon'ble Member, Dr. Asha Lakra, Hon'ble Member,

and Shri Jatothu Hussain, Hon'ble Member. *The list of participants is enclosed in Enclosure I.*

II. Meeting with the Liaison Officer and representatives of the Goa Shipyard SC/ST Employees /Association

Prior to the scheduled review meeting with Goa Shipyard Limited (GSL), the NCST convened a preliminary interaction with the Liaison Officer and representatives of the Goa Shipyard SC/ST Employees' Association. During the meeting, the representatives expressed general satisfaction with the management's responsiveness, affirming that concerns raised by employees are generally addressed in a timely manner. However, the following specific concerns were brought to the attention of the Commission:

- i. **Limited Awareness of Employee Entitlements:** ST employees reported inadequate awareness regarding establishment rules, provisions related to reservation in promotions, and the Recruitment Rules applicable within GSL. This lack of knowledge was cited as a barrier to fully availing of their rightful entitlements.
- ii. **Inadequate Training and Capacity Building:** There is a notable absence of structured training programmes focusing on reservation policies, particularly with reference to promotions up to the junior-most level of Group 'A', as well as administrative and establishment-related matters. The need for targeted capacity-building/training programs for ST employees, in line with constitutional safeguards, was strongly emphasised.
- iii. **Bifurcation of SC/ST Associations:** The existence of a combined SC/ST Employees' Association was noted. Given the distinct nature of issues faced by SC and ST employees, the representatives requested that the existing association be bifurcated to enable more focused representation and redressal of Social Group-specific concerns.

- iv. **Infrequent Engagement with Management:** It was observed that meetings between the management and the SC/ST associations are currently held only on an annual or biennial basis. To facilitate continuous dialogue and timely resolution of issues, the representatives requested that such interactions be conducted on a quarterly basis, even if for a brief duration and this issue be resolved in a time-bound manner.
- v. **Observance of Tribal Cultural Events:** A request was made for the official celebration of Bhagwan Birsa Munda Jayanti within the GSL premises to recognize and honour tribal heritage and history.



Figure 1- Meeting with the Liaison Officers and representatives of the ST association

These submissions have been duly noted by the Commission and placed on the official record for further consideration.

III. Review Meeting by the NCST with the CMD and Sr. Officers of the Goa Shipyard Limited (GSL)

At the outset, the Hon'ble Chairperson, Hon'ble Members, and Secretary of the NCST were formally welcomed by the CMD, GSL. This was followed by a brief presentation

by the GSL, outlining the major schemes and programmes currently being implemented, especially under the CSR fund. The Commission acknowledges several commendable initiatives undertaken by GSL aimed at promoting the welfare of Scheduled Tribes (STs). Noteworthy among these are:

- a. **Empowering Tribal Women through the GoVan Project:** GSL has implemented the *GoVan* initiative with an allocation of ₹1 crore, establishing Multi-Product Processing Centres in Pale and Pontemol. Over **200 tribal women** have received skill training in non-timber forest produce (NTFP) value addition, fostering entrepreneurship under the *GoVan* brand.
- b. **Strengthening ST Representation and Capacity Building:** ST representation at GSL has risen to **9.95% (as of 2023)**. Between 2022–2025, annual training programs consistently covered **104–119 ST employees**, enhancing career advancement and inclusion.
- c. **Delivering Targeted Health Interventions:** GSL's rural cancer screening initiative has benefited **5,656 individuals** across tribal talukas, offering critical diagnostics such as **mammography and PSA testing**, significantly improving preventive healthcare access.
- d. **Promoting Sustainable Livelihoods in Agriculture:** Through watershed development and agro-cooperative models, **2,785 tribal beneficiaries** have achieved tangible outcomes, including **1,728 liters/day of milk production** and **average monthly incomes of ₹16,200**, driving rural economic resilience.
- e. **Sustained CSR Commitment:** A cumulative **₹3.81 crore** has been dedicated to CSR projects, reflecting GSL's ongoing commitment to holistic community development in tribal areas.



Figure 2: Review Meeting by the NCST with the CMD and Sr. Officers of the Goa Shipyard Limited (GSL)

However, the Commission has also noted the following gaps and shortcomings that need the attention of the Goa Shipyard Limited:

S. No.	Observation	Recommendation/ Action to be taken
1.	The Action Taken Report (ATR) from the 2019 NCST review meeting remains pending submission.	The pending ATR of the NCST review meeting held in 2019 to be submitted within 15 days.
2.	The roster of employees is currently maintained in an offline format.	The employee roster system may be digitised and made available on the company's internal portal, with inspections by the Liaison Officer to ensure compliance.
3.	Goa Shipyard Limited has demonstrated CSR commitment with ₹3.81 crore expenditure but lacks impact evaluation mechanisms.	An independent third-party evaluation agency may be appointed to assess the actual outcomes and effectiveness of at least three major CSR initiatives.

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4.	There exists a shortfall in filling reserved ST vacancies, with 6 Group C positions unfilled in 2023 and 7 in 2024.	A special recruitment drive focused on backlog vacancies for ST may be conducted with targeted outreach.
5.	Project implementation through CSR fund shows duplication of similar interventions (like dairy cooperatives and watershed programs) across locations without customisation.	All future CSR projects may undergo location-specific needs assessment, with at least 20% of the CSR budget allocated for innovative, context-specific solutions, focusing the need-based spending.
6.	Current CSR programs emphasise physical infrastructure while neglecting capacity building for tribal governance institutions.	A capacity-building program may be established in collaboration with NIRD &PR, Hyderabad to train 50 tribal leaders in local governance practices.
7.	The organisation lacks a structured Monitoring & Evaluation framework for its social development initiatives.	A digital M&E system may be developed by, preferably through partnership with an experienced NGO.
8.	The GoVan project has successfully trained 200 tribal women in NTFP value addition and entrepreneurship development.	To enhance the livelihood of tribal women, efforts may be strengthened through increased collaboration in marketing, ultimately leading to higher sales of products under the GoVan initiative.
9.	The existing three-tier grievance redressal mechanism has ensured the timely resolution of all ST-related complaints.	This effective system should be documented as a case study and shared with the Department of Public Enterprises for wider adoption.

IV. Way forward

In line with its constitutional mandate under Article 338A, the NCST will closely monitor the implementation of its recommendations by Goa Shipyard Limited (GSL), ensuring compliance with constitutional safeguards for ST welfare. The Commission recommends GSL to prioritise the submission of the pending 2019 ATR within 15 days, digitise the employee roster system with quarterly inspections, and conduct a special recruitment drive to fill the backlog of ST vacancies. To enhance accountability, GSL may appoint an independent third-party evaluator for CSR projects and develop a digital M&E framework. The Commission appreciates GSL's initiatives like the GoVan project and rural health camps but emphasises the need for context-specific CSR interventions, allocating 20% of the budget for innovation. Capacity-building programs for tribal leaders, in collaboration with NIRD, should be institutionalised. The Commission further recommends that GSL formalise quarterly meetings with ST associations and celebrate Bhagwan Birsa Munda Jayanti to promote tribal cultural inclusion.
