



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/Meeting/14/NMDC Hyderabad/2025/RU-III

Dated :- 10.12.2025

The Chairman-Cum-Managing Director
National Mineral Development Corporation (NMDC),
Khanij Bhavan, Castle Hills, Masab Tank
Hyderabad - 500 028, Telangana
Email- cmd@nmdc.co.in


Sub: Tour report of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes (NCST), New Delhi to NMDC, Hyderabad to review the implementation of constitutional safeguards for Scheduled Tribes on 15.5.2025.

Madam/Sir,

I am directed to enclose herewith a copy of the tour report of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes (NCST) on 15.05.2025 at NMDC, Hyderabad on the above mentioned subject.

It is requested that the action taken/ to be taken on the suggestions/recommendations made in the tour report may be submitted to NCST within /stipulated time from receipt of the letter, for placing it before Hon'ble Commission.

Yours faithfully,


(Dr. P. Kalyan Reddy)
Director

E-mail:- kalyanreddy.p@ncst.nic.in Ph No. 011-20819841

Copy to:-

1. PS to Hon'ble Chairperson, NCST.
2. PS to Hon'ble Member (JH), NCST.
3. Coordination Section.
4. NIC, NCST for uploading on the website of the Commission.

File No.: TP/NCST/Member(JH)/NCST/2025/27

National Commission for Scheduled Tribes

Tour report of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes (NCST), New Delhi to National Mineral Development Corporation to review the implementation of Constitutional Safeguards for Scheduled Tribes On 15.05.2025

Tour report of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes (NCST), New Delhi to National Mineral Development Corporation(NMDC) to review the implementation of Constitutional Safeguards for Scheduled Tribes On 15.05.2025

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 matter relating to protection, welfare and socio-economic development of Scheduled Tribes in the country. As per constitutional provisions, the Union and every State Govt. shall consult the Commission on all major policy of 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.

2. In pursuance of the above constitutional mandate, Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes accompanied by Dr.P.Kalyan Reddy, Director, NCST, Shri Ashok Lakkarasu, PS to Hon'ble Member (JH) visited National Mineral Development Corporation(NMDC) to review the implementation of Constitutional Safeguards for Scheduled Tribes on 15.05.2025.

3. Ms.Priyadarshini, Director(Personnel), Shri B.Mohan Kumar, Executive Director and other senior officers have participated in the meeting.

4. The Brief Profile of the corporation is as follows

NMDC Limited is established on 15th November 1958 as a public sector undertaking under the administrative control of the Ministry of Steel, Government of India to explore, develop and exploit mineral resources other than fuel oil and atomic minerals. It is the largest iron ore producer in India and 7th largest producer in the world, presently producing about 44.04 MT of Iron Ore per annum (as of FY 2025) from its 7 operating mines in 3 fully mechanized mining complex. Apart from Iron ore, other projects include a diamond mine in Madhya Pradesh, two upcoming coal mines in Jharkhand and Steel Plant in Chattisgarh.

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NMDC operates three highly mechanized iron ore mine complexes in the states of Chattisgarh and Karnataka. Two of the complexes are located in Dantewada(Chattisgarh) namely Kirandul complex and Bachel complex that produce around 32.36 MTPA. The third complex is in Bellary (Karnataka) namely Donimalai Iron Ore complex, it produces 12.66 MTPA (from the two pits-Kumaraswamy and Donimalai). NMDC also has a 1.2 MTPA pellet plant at Donimalai.

Its significant Regional Offices are located in major cities like Delhi, Mumbai, Bangalore, Chennai, Kolkata, Visakhapatnam, Bhubaneswar, and Ranchi, supporting its nationwide mineral exploration and production activities.

5. Meeting with SC/ST Employees Association and ST Employees



During the meeting with the ST Employees prior to the structured review meeting the following issues are raised by the ST Employees.

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- a. The recruitment got down and there is lag in the timely promotions
- b. The need for the proper maintenance of rosters and ensuring the transparency with regard to them.
- c. The minutes of the grievance redressal meetings are not maintained
- d. Marginal representation of the employees of the mine sites in the Association or during the meetings with the management.
- e. The backlog vacancies at Group D level and the delay in the backlog vacancies notification.
- f. Non implementation of reservations for the contract/outsourcing personnel.

6. Review Meeting with the Administration and Management



A review with the administration is taken up by the Hon'ble member on the issues raised by the Employee Associations and the SC ST Employees with regard to the service safeguards. Besides the management has made a presentation on the service safeguards implemented in the NMDC.

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Employee Strength

Group	Total Employees	ST	% of ST
A	1401	103	7.35
B	551	106	19.24
C	2529	726	28.71
D	1196	533	44.57
Total	5677	1468	25.86


Short fall/Backlog (ST)

Level	Shortfall
Group A	NIL
Group B	NIL
Group C	NIL
Group D	9

It is stated that the grievances of the ST employees are sorted out on priority by different bipartite forums. Workmen belonging to ST Category who are also office bearers in the Unions functioning in different units take up such matters on a continuous basis. In addition whenever CMDs and Directors visit the projects/Units/ROs, they also invariably hold discussions with unions for resolution of any grievances. Also no complaints have been received from ST employees during last 3 years.

7. Recommendations


- An Internal Grievance Redressal Committee for STs may be constituted. (As advised by NCST in August, 2021 to All Central Ministries/Department for setting in the PSUs/subordinate offices, copy of the composition of the committee is enclosed). Grievance redressal meetings may be organized every quarter and the issues may be sorted out at the earliest.
- A separate ST Association may be recognized for the ST Employees for early disposal of grievances.


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- c) The segregated data of employees of all categories (Group A, B, C) of the unit may be maintained separately ie, on own merit and on reservation/non-merit basis for a more comprehensible understanding of compliance of the reservation policy.
- d) Special training / programmes for enhancing their skills for betterment and promotion to the higher posts may be arranged / imparted to ST employees besides the training on reservation policy, rosters etc.
- e) A separate online Grievance Redressal Portal may be launched for time-bound disposal of problems faced by the ST Employees.

Besides the following recommendations are made for the efficiency and effective functioning of the NMDC

- a. On site Apprenticeship or internship for the ST ITI Students may be facilitated to transfer the expertise of the skilled trades to the young generation.
 - b. R&D Facilities may be enhanced for zero emission and minimizing the pollution and reclamation of mining sites.
 - c. The preference may be given to the STs in the outsourcing jobs.
 - d. As the majority of the mining sites are in tribal predominant areas, The CSR may be spent in the mining areas especially on priority sectors of infrastructure, education, health and livelihood.
8. As it was informed that CMD is not available due to the prescheduled prior official engagements and as the representation of the ST Associations/employees from other than Headquarter, the structured review meeting could not be convened. The Hon'ble Member, NCST suggested to indicate the appropriate time to schedule for the structured review.
9. Meanwhile the Commission desires that the CMD, NMDC, Hyderabad disposes off the grievances highlighted in a time bound manner. The NCST will continue to provide support in addressing these challenges.
10. The Action Taken report may be submitted in 30 days from the receipt of the minutes.


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