

National Commission for Scheduled Tribes

Minutes of the meeting held in the chairmanship of Shri Antar Singh Arya, Hon'ble Chairperson, National Commission for Scheduled Tribes (NCST), New Delhi with the Chairman and other Senior Officers of Jawaharlal Nehru Port Authority (JNPA) on 10-01-2025 at J.N.P.T. Administrative Building, Navi Mumbai.

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 protection, welfare and socio-economic development of Scheduled Tribes in the Country. The Commission conducts various District Level, State Level review meetings and also reviews various Public Sector Undertakings of State and Centre Government as per constitutional mandates to review and monitor the implementation of constitutional safeguards available to the Scheduled Tribes persons and employees.

2. In the line of aforementioned constitutional provision, a meeting was chaired by Shri Antar Singh Arya, Hon'ble Chairperson, National Commission for Scheduled Tribes (NCST), New Delhi with the Chairman and other Senior Officers of JNPA on 10-01-2025 at J.N.P.T. Administrative Building, Navi Mumbai to review and monitor the implementation of various safeguards provided to employees of ST community by constitution, by any law or by various Government orders. The Commission also reviewed various CSR activities being run by JNPA Administration. Shri Nirupam Chakma, Hon'ble Member and other Officers of NCST were also present in the meeting. **(List of Participants is annexed).**

3. Prior to the review meeting, a discussion was held with representatives of SC/ST Welfare association of JNPA in which various issues pertaining to various constitutional safeguards, rights and interests of ST employees were discussed in detail. Some of the issues discussed are as under:

- There should be a provision of financial assistance to children of ST employees pursuing higher studies in India and abroad.
- There should be a provision of reservation to ST employees in 5 private terminals of JNPT.

- There is a need to ensure participation of ST Representative in Promotion process.
- Structures meetings are not being held by Liaison Officer as per the instruction of DoPT.
- There should be a permanent representation of ST in JNPA Board.
- In Hawker's Zone situated within JNPT premises, no allotment is given to ST people.
- There is a demand for allotting office space to the association in Administrative Building of JNPA.

4. After the discussion with the representatives SC/ST association, the review meeting was held. At the outset, the Chairman, JNPA welcomed the Hon'ble Chairperson, Member, and other officers of NCST. Thereafter, Sh. R K Dubey, Deputy Director gave a brief introduction about Hon'ble Chairperson and Hon'ble Member and the team of NCST. Then, a presentation about history, working, staff strength, categories of Posts and CSR activities etc. of JNPA was given by JNPA administration. Some of the CSR activities especially for ST community done by JNPA are as under:

- The JNPA administration provided computers and tabs to all the EMRS situated in Maharashtra State.
- Fund was distributed for construction of hostels, hospitals, toilets in ST areas.
- Machines were provided in ST areas for testing of Sickle Cell Anemia disease.

Thereafter, Sh. Nirupam Chakma, Hon'ble Member gave brief introduction about the Constitutional provisions and the mandate of the NCST. Deputy Director then initiated the point wise discussion on the basis of the points raised by the SC/ST welfare association and information submitted by JNPA in reply to the Questionnaires. The observations made by the Commission and recommendations are as under:

Observations:

- The Commission observed that there is no representation of ST in higher management/ Board of Directors of JNPA.
- Internal Grievance Committee is not formed as per the recommendations of NCST in JNPA.
- Information given by JNPA in reply to the questionnaire with respect to percentage of reservation for ST in DR and in promotion is incorrect and need to be revised.
- Information in terms of percentage with respect to reservation for Scheduled Tribes in direct recruitment and promotion is not given.
- The Commission observed that relaxation and concession rules as per DoPT instructions are being complied with.
- It was observed that though Liaison officer has been appointed as per instruction of DoPT but structured meetings are not being held.
- The Commission observed that no. of ST employees in all categories is less than the prescribed percentage for respective categories.
- The Commission observed no Special Recruitment Drive (SRD) is conducted after 2008-09. The JNPA administration replied that most of the Jobs belonging to seafarers in JNPA require high skills and in coastal areas, the settlements of ST community are comparatively less. Due to this, ST persons in these high skilled jobs are hard to find.
- Information given with respect to percentage of promotion is satisfactory.

JNPA also suggested sending people from other regions of the country especially from North-East region in JNPA. The administration will impart them skill training required for obtaining jobs in various operations of JNPA.

Recommendations:

- The Commission recommended that Liaison officer should conduct structured meeting in every quarter.
- The JNPA management should involve representatives of ST association in CSR and other activities.
- The JNPA management should look into the issues given by SC/ST association and efforts should be made to resolve them.

- The Commission recommended that quantum of reservation for Scheduled Tribes in case of direct recruitment to Group 'C' and 'D' posts should be 9% as per DoPT guidelines and the compliance of the said guidelines may be ensured in all the direct recruitments made by JNPA in future.
- The reservation in promotion for ST, which is 7.5%, may be ensured.
- Due to privatization of terminal, many of employees including ST employees were given SVRS. In this scenario, there is a need to recast the reservation roster accordingly.
- Information with respect to Skill Development training provided to ST employees in India and abroad in the last three years may be shared.

The meeting ended with a Vote of thanks to the Chair by the Chairman, JNPA.
