No. Review-04/SPACE/2019/RU-II
Government of India
National Commission for Scheduled Tribes

6th floor, 'B' Wing, Lok Nayak Bhawan
Khan Market, New Delhi-110 003
Date:-20.02.2020

To
The Secretary,
Department of Space,
3rd Floor, Loknayak Bhawan,
Khan Market, New Delhi-1100 03.

Sub:- Report and Recommendations under article 338A(5) (e) of the Constitution on the measures to be taken by Department of Space (DOS) for the effective implementation of Constitutional Safeguards and Other measures for the protection, Welfare and Socio-Economic Development of the Scheduled Tribes.

Sir,

I am directed to refer to the above mentioned subject and to forwards herewith a copy of Report of the Review Meeting held on 08.01.2020 under the Chairpersonship of Hon'ble Chairperson, National Commission for Scheduled Tribes on the above mentioned subject.

2. It is requested to furnish the information along with Action Taken Report to this Commission on the recommendations made in the Report and recommendations within 30 days positively.

Encl:- As above

Yours faithfully,

(S.P. Meena)
Assistant Director
Tel: 24645826

Copy to:-

1. PS to Hon’ble Chairperson
2. SAS, NIC for uploading on NCST’s website.
REPORT AND RECOMMENDATIONS UNDER ARTICLE 338A(5) (e) OF THE CONSTITUTION ON THE MEASURES TO BE TAKEN BY DEPARTMENT OF SPACE (DOS) FOR THE EFFECTIVE IMPLEMENTATION OF CONSTITUTIONAL SAFEGUARDS AND OTHER MEASURES FOR THE PROTECTION, WELFARE AND SOCIO-ECONOMIC DEVELOPMENT OF THE SCHEDULED TRIBES.

(No. Review-04/Space/2019/RU-II)
Date of Review: 08.01.2020
At Bengaluru

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 the Scheduled Tribes in the country. As per constitutional provisions, the Union and every State Government shall consult the Commission on all major policy/decisions affecting Scheduled Tribes. The Commission is required to present to the Hon’ble President of India annually and at such other times as the Commission may deem fit, reports upon working of those safeguards and all such reports annually are to be laid before each House of the Parliament along with memorandum explaining the action taken or proposed to be take 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, the NCST decided to review the implementation of reservation policy and programmes being run by Department of Space for the welfare of ST employees. The Commission, under the leadership of Dr. Nand Kumar Sai, Hon’ble Chairperson accompanied by Shri H.K Damor and Shri H.C Vasava Hon’ble Members and Shri K. Touthang, Joint Secretary to the Govt. of India, NCST, Shri S.P Meena, Assistant Director, NCST, Shri Y.K Bansal, Research Officer and Shri R.S Misra, Senior Investigator visited the Bengaluru. A review meeting was held under the Chairmanship of Shri Nand Kumar Sai, Hon’ble Chairperson, National Commission for Scheduled Tribes on 08.01.2020 at Department of Space, Antariksh Bhawan, New BEL Road, Bengaluru on evaluation and monitoring implementation of reservation policy (service safeguards) for Scheduled Tribes and schemes for their socio-economic development with the officers of Department of Space.

3. The list of participants is annexed.

4. The Hon’ble Chairperson, NCST in his opening remarks briefly mentioned the background, role and responsibility about the NCST and thereafter, requested the Secretary, Department of Space and Chairman, Space Commission/Chairman ISRO to give clarifications on some of the issues which emerged from the information furnished to the Commission by DOS in respect of the Questionnaire prepared by NCST and the meeting held with the SC/ST Employees Welfare Association, DOS and its various Centres at Bengaluru.
5. The Scientific Secretary, ISRO/DOS introduced the officials and explained about the background and activities of the DOS. The primary responsibility of the DOS to promote development and application of Space Science and Technology for National development, for which programmes are planned and implemented on a national basis and not separable on regional or community basis. The DOS provides the Space infrastructure such as satellite bandwidth, connectivity, remote sensing imaging data, associated ground equipment and technical support. The DOS have one attached office, 13 Subordinate offices (ISRO Centre/Units), 2 PSU and 5 Autonomous Organisations.

6. A presentation was given by the Scientific Secretary, ISRO/DOS, which includes organisation chart, activities, manpower, reservation status, road map for future plans and projects and location of subordinate offices (ISRO Centre and Units).

Presentation reveals that total number of existing manpower was 17222 out of which 3652 of administration and 13570 of Scientific and Technical category. The total number of employees of Group A was 10199 out of which 203 belongs ST category which shows 1.99% where reservation not applicable. The total number of Group B employees was 4169 out of which 235 ST category which represent 5.63% and total number of Group C employees was 2854 out of which 177 ST category represent 6.20%.

The total sanctioned strength of the Department reported as on 01.03.18 was 18074 in the Annual Report for the year 2018-19 of the DOS, whereas total sanctioned strength of the Department reported as on 01.01.18 was 18478 in Table 4 of the information furnished by the DOS in respect of the questionnaire furnished by the Commission for review.

The centres of DOS/ISRO are spread across the country in various States. The percentage in respect of ST categories in Direct Recruitment is being followed as per reservation applicable to concerned states. The DOS/ISRO is exempted from reservation in respect of Group A Scientific and Technical posts except CMG (Construction and Maintenance Group – Lowest rung of Group A). 100% reservation as applicable to States is being followed in respect of other category of posts viz; (i) Group A S&T category belonging to CMG (Lowest rung of Group A category), (ii) Lowest rung of Group A in Administrative category, (iii) All Group B both S&T and Admin, (iv) All Group C and erstwhile Group D both S&T Administration.

7. No separate allocation of funds made under the Tribal Sub-Plan. However, DOS implement orders of Govt. of India for the welfare of Scheduled Tribes. No posts have been de-reserved/ interchanged with SC vice versa after 2003-04. The reservation rosters are maintained separately for each post for recruitment and promotion. The reservation rosters are inspected by the Liaison officers, annually.
8. Prior to review meeting with the Senior officers of DOS, the SC/ST Employees Welfare Association(s) of DOS/ISRO and various Centres met the Commission on 08.01.2020 and raised many issues. Some of the key points raised by the SC/ST Employees Welfare Association(s) is indicated below:

(i) The reservation for STs to be made for recruitment for the Temporary posts in DOS/ISRO.

(ii) The ST employees have not been promoted to higher posts, even if they have the essential qualification.

(iii) The ST employees have been discriminated by the higher officers for giving remarks in APR.

(iv) The regular meeting should be arranged by the administration of DOS/ISRO and Centres of the DOS with SC/ST Employees Welfare Association.

(v) The local ST candidates should be nominated for posts of ISRO/DOS various Centres/Units.

(vi) Adequate Training be given to SC/ST employees.

(vii) The ST candidate should also be nominated for foreign training.

(viii) The reservation should also be followed in research category.

(ix) The benefits of MACP scheme should be extended to ST employees.

(x) The ST candidate should also be promoted on ad-hoc basis.

(xi) Service matters related trainings should be given to office bearers of the ST/SC Employees Welfare Association.

(xii) The basic facilities should be given to SC/ST Employees Welfare Association Offices.

(xiii) The SC/ST member should be included in the ISRO Award Committee.

(xiv) The ST certificate of the employees working against the post reserved for the STs needs to verified, as some of the employees belongs to State of Karnataka having bogus ST certificate.

\[Signature\]

Dr. Nand Kumar Sai
Chairperson
National Commission for Scheduled Tribes
New Delhi
9. Observations of the Commissions are:

(i) The Commission appreciate maintenance of reservation rosters and computerised printed reservation roster placed in many ISRO/DOS Centres/Units.

(ii) The Commission appreciate for setting up special SC/ST cell in some of the major DOS/ISRO establishment to assist the Liaison officer for effectively carrying out his/her responsibility. The representation/petition in respect of service issues are settled by the Committee headed by Liaison officer.

10. The recommendations of Commission are as under:

(i) The ST employees who fulfil the essential qualifications should be considered for promotion to higher posts in the ISRO/DOS Centres/Units.

(ii) The officers (reporting and reviewing of APAR of the employee) should sensitised about the ST employees and their safeguards.

(iii) The meeting with the management/administration of DOS/ISRO Centres/Units and SC/ST Employees Welfare Association should be arranged/convened at regular interval.

(iv) The management/administration of DOS/ISRO Centres/Units should encourage and nominate ST employees for Specialised Training in abroad.

(v) The Liaison officers of SC/ST cell at DOS/ISRO Centres/Units should also be nominated from ST category in rotation point. The Liaison officer should also be sent for training in respect of various safeguards of STs.

(vi) Grievance management system should be computerised in DOS/ISRO and its various Centres/Units.

(vii) The ST reservation should also be implemented for temporary posts in DOS/ISRO Centres/Units, as per Department of Personnel & Training guidelines.

(viii) The migrant ST persons may not be allowed/considered for the posts reserved for the STs of concerned state, where the Centres/Units of ISRO/DOS located.

(ix) The ST employees should be nominated in selection Committee for “Award of ISRO”.

[Signature]

Dr. Nand Kumar Sai
Chairperson
National Commission for Scheduled Castes
and Scheduled Tribes Act, 1990
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(x) The ST certificates of ST employees be verified in consultation with the concerned District Magistrate/Collector/Deputy Commissioner of the concerned State on priority basis so that the genuine ST employees get justice. The list of ST employees working at DOS/ISRO (indicating name, designation, name of ST Community and name of State with his/her native place address) be supplied to the NCST.

(xi) The basic facilities should be given to SC/ST employees Welfare Association Offices by the management/administration of ISRO/DOS Centres/Units.

(xii) Adequate training be given to ST employees for promotion to higher posts. The training should be given to office bearers of SC/ST Employees Welfare Association as well in respect of service matters, which avoids injustice to SC/ST employees of Centres/Units of ISRO/DOS.

(xiii) Ad-hoc promotion should also be given to ST employees. The benefits of MACP scheme should also be extended to ST employees in time bound manner, as per rule.

[Signature]

Dr. Nand Kumar Sanyal
Chairperson
National Commission for Scheduled Tribes
Government of India