



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)

File No. NCST/SER-838/MDEF/15/2023-SSW

Dated: - 27.12.2023

To,

Shri Ravi Kant
Chairman-Cum-Managing Director,
Munitions India Ltd.
Nyati Unitree, 2nd Floor, Nagar Road, Yerawada,
Pune, (Maharashtra)- 410006
Email Id: mil-pune@munitionsindia.in,
Phone No- 020-6708041, 020-67080400

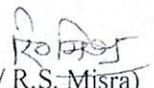
Sub: Harassment of ST employee by the management of Ordnance Factory Varangaon - a online rep. dated 21.03.2023 of Shri Nilesh Sharad Mahale, District-Jalgaon, Maharashtra.

महोदय,

I am directed to enclose herewith a copy of the minutes of meeting held under the Chairmanship of Shri Ananta Nayak, Hon'ble Member, NCST on 29.11.2023 at 4:30 PM in the National Commission for Scheduled Tribes, Lok Nayak Bhawan, Khan Market, New Delhi 110003 on the above mentioned subject.

It is requested that the action taken/ to be taken in the matter may be intimated to NCST within 30 days from receipt of the letter for placing it before the Hon'ble Member.

Yours faithfully,


(आर.एस.मिश्र / R.S. Misra)
अनुसंधान अधिकारी / Research Officer
Tel:-24641640

Copy to:-

Nilesh Sharad Mahale
Works Manager
Ordnance Factory, Varangaon,
District- Jalgaon, (Maharashtra) -425308
Email:- nileshmah14@gmail.com Mobile No:9422578754

Copy for information

1. PS to Hon'ble Member, NCST.
2. NIC, NCST for uploading on the website of the Commission.

**National Commission for Scheduled Tribes
(F. No. NCST/SER-838/MDEF/15/2023-SSW)**

Minutes of the meeting held under the Chairmanship of Shri Ananta Nayak, Hon'ble Member, National Commission for Scheduled Tribes at Lok Nayak Bhawan, New Delhi, in the case of Shri N. S. Mahale, Employee, Ordnance factory, Varangaon, regarding allocation of duties as per rules.


Date of the meeting- 29.11.2023, 04:30 PM
Participants in the meeting- As per Annexure

Shri N. S. Mahale, Employee, Ordnance Factory, Varangaon has stated in his online communication dated 21.03.2023 that he is working at Munitions India Limited in Varangaon, Maharashtra. He was transferred from Pune to OF Varangaon due to a functional requirement for a Civil Engineer at the Ordnance Factory Varangaon unit. He has raised concerns about discriminatory treatment in duty allocation at Ordnance Factory Varangaon. Despite being a Civil Engineer with 20 years of expertise, he faced difficulties in securing the role of Engineering In Charge for civil works. Mahale emphasizes the need for duty allocation in line with standard operating procedures. He approached the General Manager to request being assigned as the Engineer In Charge, citing his 20 years of expertise as a civil engineer for careful execution of the civil works. In response, the General Manager issued an advisory note, using threatening language and implying potential damage to Mr. Mahale's APAR.

NCST vide Notice dated 10.05.2023 had referred the matter to the CMD, Munitions India Ltd for furnishing the facts and comments within 15 days from the receipt of the notice.

Munitions India Ltd vide its letter dated 22.05.2023 has stated that Shri Nilesh Sharad Mahale's transfer was routine, not discriminatory, citing the need for an independent Engineer-In-Charge (EIC) to maintain transparency in civil works projects at Ordnance Factory Varangaon. The company points to the Standard Operating Procedure, previous address of concerns on CPGRAM, and Mahale's history of advisory notes and show cause notices for various incidents as justifications.

The reply was forwarded to the petitioner vide Commission letter dated 30.06.2023. The petitioner vide his email dated 12.06.2023 has refuted the facts and comments. He has stated that OFV is not following the same procedure as other factories. They are intentionally not giving him duties that are appropriate for his post. He has stated that the authority has tried to mislead the Commission by their reply and requested for justice.


अनंत नायक/ANANTA NAYAK
सदस्य/Member
राष्ट्रीय अनुसूचित जात/जाति आयोग
NATIONAL COMMISSION FOR SCHEDULED TRIBES
भारत सरकार/Govt. of India

The rejoinder of the petitioner was forwarded to Munitions India Ltd vide NCST letter dated 04.08.2023 for facts and comments. The petitioner vide his letter dated 16.10.2023 reiterated his submission and stated that his grievances had still not been resolved.

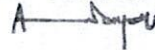
The Commission decided to discuss the issue with CMD, Munitions India Ltd , Pune and the petitioner on 29.11.2023 at 04:30PM. This was informed to the petitioner and authority on 13.11.2023. The CMD, Munitions India Ltd vide letter dated 28.11.2023 has requested for exemption and deputed General Manager, Ordnance Factory, Varangaon and General Manager, MIL, Pune.

In the meeting, it was informed that the reply had been sent by Munitions India Ltd vide letter dated 18.09.2023(through email). The officials of MIL reiterated the comments and also stated that a Committee was constituted consisting of ST officers and its report had determined that there was no substance in the allegations raised by the petitioner.

After hearing both the parties, the Commission recommends Munitions India Ltd to submit the information on the following points -

- An authenticated copy of the "Manual on Organization Restructuring" of Munitions India Ltd and a copy of the letter by which the same was adopted
- The Organogram of the concerned section where petitioner is posted along with pay scales and
- Allocation of duties with regards to EIC (Engineer in Charge) post in Varangaon and other Ordnance Factories

Thereafter the Commission will determine the further course of action.



अनंत नायक/ANANTA NAYAK
सदस्य/Member
राष्ट्रीय अनुसूचित जनजाति आयोग
NATIONAL COMMISSION FOR SCHEDULED TRIBES
भारत सरकार/Govt. of India
नई दिल्ली/New Delhi

Annexure

List of participants of the meeting held on 29.11.2023 at 4:30 PM under the Chairmanship of Shri Ananta Nayank, Hon'ble Member, NCST, New Delhi in the case of Shri Nilesh Sharad Mahale, District- Jalgaon, Maharashtra regarding harassment of ST employee by the management of Ordnance Factory Varangaon.

I	<u>Ordnance Factory Varangaon</u>
1.	Shri Ajay Kumar Singh, General Manager
2.	Shri Avinash Tarhawadkar, General Manager
II	<u>Petitioner</u>
	Shri N. S Mahale