

**COMMITTEE ON THE WELFARE OF  
SCHEDULED CASTES AND  
SCHEDULED TRIBES  
(2024-2025)**

**(EIGHTEENTH LOK SABHA)  
FIRST REPORT**

**ON**

**MINISTRY OF HOME AFFAIRS**

**Action taken by the Government on the recommendations contained in the Thirty First Report (17<sup>th</sup> Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the Subject- "Implementation of reservation Policy in the Ministries/Departments of Government of India with specific reference to the Municipal Corporation of Delhi (MCD)."**

*Presented to Lok Sabha on 06.12.2024*

*Laid in Rajya Sabha on 06.12.2024*



**LOK SABHA SECRETARIAT  
NEW DELHI**

**6 December, 2024 / 15 Agrahayana 1946 (Saka)**

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## **APPENDICES**

- I. Minutes of the sitting of the Committee held on 03.12.2024.
- II. Analysis of the Action Taken by the Government on the recommendations contained in the Thirty first Report (17<sup>th</sup> Lok Sabha).

**COMPOSITION OF THE COMMITTEE ON THE WELFARE OF SCHEDULED CASTES  
AND SCHEDULED TRIBES (2024-25)**

**Dr. Faggan Singh Kulaste - Chairperson**

**MEMBERS - LOK SABHA**

2. Shri A. Raja
3. Shri Tapir Gao
4. Smt. Pratima Mondal
5. Shri Vishnu Dayal Ram
6. Dr. Mallu Ravi
7. Shri Parbhubhai Nagarbhai Vasava
8. Shri Ananta Nayak
9. Shri Anil Firojiya
10. Shri Arun Kumar Sagar
11. Shri Jagannath Sarkar
12. Dr. Alok Kumar Suman
13. Shri Harish Chandra Meena
14. Shri Alfred Kanngam S. Arthur
15. Shri Arun Bharti
16. Shri Govind Makthappa Karjol
17. Shri Daggumalla Prasada Rao
18. Shri Pushpendra Saroj
19. Shri Sasikanth Senthil
20. Adv. Chandra Shekhar

**MEMBERS - RAJYA SABHA**

21. Smt. Sumitra Balmik
22. Smt. S. Phangnon Konyak
23. Shri Mithlesh Kumar
24. Shri Rwngrwa Narzary
25. Smt. Phulo Devi Netam
26. Shri Devendra Pratap Singh
27. Dr. V. Sivadasan
28. Dr. Kanimozhi NVN Somu
29. Smt. Mamata Thakur
30. **Vacant\***

**SECRETARIAT**

- |    |                        |   |                      |
|----|------------------------|---|----------------------|
| 1. | Shri D.R. Shekhar      | - | Additional Secretary |
| 2. | Shri Rakeh Bhardwaj    | - | Director             |
| 3. | Shri Ajay Kumar Prasad | - | Deputy Secretary     |
| 4. | Ms. Pooja Kirthwal     | - | Committee Officer    |

**\* Shri Krishna Lal Panwar resigned from Rajya Sabha w.e.f 14.10.2024.**

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## **INTRODUCTION**

I, the Chairperson, Committee on the Welfare of Scheduled Castes and Scheduled Tribes having been authorised by the Committee to finalise and submit the Report on their behalf, present this First Report (Eighteenth Lok Sabha) on Action Taken by the Government on the recommendations/observations contained in the Thirty First Report (Seventeenth Lok Sabha) on the subject "Implementation of reservation Policy in the Ministries/Departments of Government of India with specific reference to the Municipal Corporation of Delhi (MCD)"pertaining to the Ministry of Home Affairs.

2. The draft Report was considered and adopted by the Committee at their sitting held on 03.12.2024. (Appendix-I).

3. The Report has been divided into the following chapters:-

I Report

II Recommendations/Observations which have been accepted by the Government.

III Recommendations/Observations which the Committee do not desire to pursue in view of replies of the Government.

IV Recommendations /Observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration.

V Recommendations / Observations in respect of which final replies of the Government have not been received.

4. An analysis of the Action Taken by the Government on the recommendations contained in the Thirty First Report (Seventeenth Lok Sabha) of the Committee is given in Appendix-II.

**New Delhi;  
6 December, 2024  
15 Agrahayana, 1946(Saka)**

**Dr. Faggan Singh Kulaste  
Chairperson  
Committee on the Welfare of  
Scheduled Castes and  
Scheduled Tribes.**

(V)

## CHAPTER – I

### REPORT

This Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes deals with the action taken by the Government on the recommendations contained in their Thirty First Report (Seventeenth Lok Sabha) on “Implementation of reservation Policy in the Ministries/Departments of Government of India with specific reference to the Municipal Corporation of Delhi (MCD).”

1.2 Thirty First Report was presented to Lok Sabha and laid in Rajya Sabha on 6<sup>th</sup> February, 2024. It contained 8 recommendations/observations. Replies of the Government in respect of all these recommendations/observations have been examined and are categorised as under:-

(i) Recommendations/Observations which have been accepted by the Government (Sl. Nos. 1, 2, 3, 4, & 5).	<b>Total – 05</b> <b>Percentage – 62.5%</b>
(ii) Recommendations/Observations which the Committee do not desire to pursue in the light of the replies received from the Government (Sl. Nos. Nil).	<b>Total - Nil</b> <b>Percentage – 0</b>
(iii) Recommendations/Observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration (Sl. Nos. 6, 7 & 8).	<b>Total - 03</b> <b>Percentage – 37.5%</b>
(iv) Recommendations/Observations in respect of which final replies of the Government have not been received (Sl. Nos. Nil).	<b>Total - Nil</b> <b>Percentage - 0</b>

**1.3 The Committee trust that utmost importance would be given to implementation of the recommendations/observations accepted by the Government. In cases, where it is not possible for the Department to implement the recommendations in letter and spirit for any reason, the matter should be reported to the Committee with reasons therefor. The Committee further desire that Action Taken Notes on the recommendations/observations contained in Chapter-I should be furnished to them at an early date.**

1.4 The Committee will now deal with the Action Taken by the Government on those recommendations which need reiteration or comments.

### **Recommendation No. 1**

#### **Filling up of shortfall of vacancies**

1.5 The Committee had recommended as under:

“The Committee note that there is a shortfall of 1.63% in Group A posts and 7.13% in group C posts amongst the posts reserved for ST category. They have been informed that absence of any notified ST population in Delhi is the primary reason for shortfall in ST category posts. The Committee have been given to understand that MCD has processed the amendment/framing of recruitment rules for the posts of Multi Tasking Staffs including the post of MTS (DEMS) and accordingly these vacancies will be filled. The Committee desire to be apprised of the amendments made in recruitment rules w.r.t to MTS. The Committee recommend that the vacant ST posts may be notified at the earliest and filled by special recruitment drive within 3 months of presentation of report in both Houses of Parliament. It has also been informed that the position regarding vacant Group A posts (384+40=424) has already been conveyed to UPSC. The Committee feel that 424 posts lying vacant in group A is a matter of grave concern and recommend that MCD should rigorously pursue with UPSC for filling up of these posts immediately.”

#### **Reply of Government**

1.6 In this regard, The Ministry have submitted the following reply:

“The requisition for filling the posts of all groups/Categories under the Municipal Corporation of Delhi are being sent to DSSSB or UPSC which contains the specific mention of the vacancies under SC/ ST Category employees. Recently, on 15.03.2024, Offer of Appointment letters to 205 General Duty Medical Officers (GDMO)-II (Group ‘A’) (UR-49, EWS-48, OBC-78, SC-20, ST-08, PwD-02) have been issued. Moreover, the recommendations of the Hon’ble Committee have been noted for compliance.”

**(Vide MHA O.M. No. 16015/04/2023-Delhi-II dated 29.05.2024)**

#### **Comments of the Committee**

**1.7 The Committee are pleased to note that 205 General Duty Medical Officers Group ‘A’ posts have been filled which include 20 SC and 08 ST posts. The Committee are**

hopeful that Municipal Corporation of Delhi will show similar promptness/expeditiousness while filling up the remaining vacant posts in a time bound manner. Further, the Committee may also be apprised about the progress with regard to finalization of recruitment rules for the posts of Multi tasking staff and the action plan proposed to be adopted by MCD for filling up these posts/ vacancies.

## **Recommendation No. 2**

### **Roster preparation**

1.8 The Committee had recommended as under:

“The Committee would like to stress that roster being a vital document which plays an instrumental role for providing reservation and safeguarding the interests of SCs and STs be suitably maintained. It is the only mechanism to keep a vigil on the proper placement of SC/ST employees in their respective cadres against the vacancies reserved for them. In fact, the whole system of implementation of reservation orders rest on maintenance of rosters. The Committee therefore, recommend that the work related to preparation of rosters post unification of erstwhile Corporations be completed at the earliest and the same may be uploaded on MCD’s website.”

### **Reply of Government**

1.9 In this regard, the Ministry have submitted the following reply:

“Consequent upon unification of Corporations to MCD, all efforts are being made to prepare Reservation Rosters for all categories viz. SC/ST/OBC/PwD/EwS. The Corporation shall make all efforts to prepare rosters for ST/SC/OBC/PWD/EWS as per the directions of the Hon’ble Committee. Roster of many posts have been prepared.”

**(Vide MHA O.M. No. 16015/04/2023-Delhi-II dated 29.05.2024)**

### **Comments of the Committee**

**1.10 The Committee note with serious concern that MCD could not complete the work of preparation of vital document i.e., roster even after lapse of four months from the date of presentation of the Report. The Committee are surprised to visualize as to how without the roster, reservation policy is being implemented in MCD.**

**The Committee note from the reply, it is not clear that roster for how many posts have been completed except the vague reply that rosters for some posts have been**

prepared by MCD. The Committee may also be apprised whether these rosters have been uploaded on the MCD's website or not with specific design to watch by employees only. The Committee may also be provided details/informed whether any petition/representation has been received from employees regarding irregularity in the prepared rosters for some posts and corrective measures taken thereon.

The Committee would like to reiterate that roster is a vital document which plays an instrumental role for upholding reservation related orders and safeguarding the interest of SCs and STs suitably. Hence, finalisation of rosters for all posts be completed within six months of presentation of this Report in Parliament and the Committee be informed accordingly.

#### **Recommendation No. 5**

#### **Need to set up effective SC/ST Cell and mechanism to address grievances of SC/ST employees**

1.11 The Committee had recommended as under:

“The Committee note with concern that despite SC/ST cell being in place, the complaints/grievances of the Corporation are being handled by senior officers of the department and Liaison Officer. The Committee recommend that the Liaison Officer should function in an independent manner without being influenced by the Management of the Corporation to elevate any bias towards the aggrieved SC/ST employees. The Committee also recommend that a Complaint Register be maintained in the SC/ST cell wherein the complaints/grievances of the SC/ST employees of the Corporation can be lodged and these need to be recorded properly, clearly indicating the date of receipt of the complaint, nature of each case and its disposal within a fixed time frame and it should not be more than three months from the receipt of the complaint..”

#### **Reply of Government**

1.12 In this regard, the Ministry have submitted the following reply:

“There is an SC/ST Cell in MCD and Liaison Officer for welfare of SC/ST, works in a proactive manner to redress the grievances and ensures the welfare of SC/ST employees working in MCD. The recommendations of the Hon'ble Committee in this regard shall be complied in future.”

(Vide **MHA** O.M. No. 16015/04/2023-Delhi-II dated 29.05.2024)



### **Comments of the Committee**

**1.13 The Committee reiterate that MCD should enforce maintenance of complaint register in SC/ST Cell pronto. It is pertinent to point out that proper documentation regarding the complaints/grievances of SC/ST employees in the form of complaint register is a legit proof of predicaments faced by SC/ST employees. It is also felt that at times without proper record of such complaints they are likely to be overlooked by the officials of SC/ST cell. The Committee is of the considered opinion that scrupulous maintenance of the complaint register would pave way for meticulous disposal of issues faced by SC/ST employees in a time bound manner. The Committee may be apprised of the details regarding enforcement and maintenance of Complaint Register within six months of presentation of this Report.**

### **Recommendation No. 6**

**To bring a bill to make preparation and use of false caste certificate a punishable offence**

1.14 The Committee had recommended as under:

“The Committee have been informed that no specific time frame is available regarding the verification of caste certificates. In this regard, the Committee would like to invite the attention of Ministry and MCD to the DOPT OM No. No.41034/1/2022-Estt.(Res-I) dated 19.03.2021 whereby the process of caste verification is to be completed within a reasonable time, and the concerned appointing authorities be informed about the veracity of the Caste Certificate of the candidates/employees within one month of the receipt of such request from the concerned appointing authority. The Committee would like to stress upon the importance of completing the verification of castes certificate in a time bound manner since the timely execution of this exercise would not only bring the individuals securing job on the basis of false/fake caste certificate but would also provide protection to genuine SC/ST candidates from unnecessary hassle at the time of their retirement in receiving pensionary benefits. The Committee recommend that MCD should carry out the verification of caste certificate in an enterprising and vigilant manner. Further, if any case of securing job on the basis of false caste certificate is established, the same may be dealt with a heavy hand. For this purpose the Committee recommend that Ministry of Home Affairs to bring a bill/enact a legislation to declare preparation and use of false caste certificate a punishable offence.”

## **Reply of Government**

1.15 In this regard, the Ministry have submitted the following reply:

“The recommendation of the Hon’ble Committee is not under purview of MCD.”

(Vide **MHA O.M. No. 16015/04/2023-Delhi-II** dated 29.05.2024)

## **Comments of the Committee**

1.16 The Committee note that the Ministry of Home Affairs has not furnished any comments with regard to bringing out a bill/enacting a legislation to declare preparation and use of false caste certificate a punishable offence stating that it is not under the purview of MCD. The Committee do understand this fact, however, they brought this matter before Ministry of Home Affairs to have a consultation with Ministry of Social Justice and Empowerment and amicably draft a suitable Bill in order to make the use of false caste certificate a punishable offence.

## **Recommendation No. 7**

### **Regularization of daily wagers/casual/contractual labour/safaikaramcharis serving for more than 10 years as per Supreme Court Order**

1.17 The Committee had recommended as under:

“The Committee are distressed to note that MCD has set no prescribed period for regularization of contractual employees albeit MCD is regularizing them as per its own policy approved by the erstwhile Corporations which gives them ample discretionary powers to use it as per their whims and fancies. The Committee note that post *Uma Devi judgment*, MCD has stopped daily wager/contractual appointment and are regularizing the existing daily wager safai karamcharis in a phased manner. It has already regularized daily wager safai karamcharis appointed between 1996-98 reportedly and is in the process of regularizing daily wager safai karamcharis appointed between 1998-2000. The Committee note that by regularizing the daily wager safai karamcharis in a haphazard manner, MCD has further aggrieved their predicament. It is pertinent to note that daily wager safai karamcharis appointed in 1998 are yet to be regularized despite the said enforcement of *Uma Devi judgment* in year 2006 which provides for regularization of daily wager employees who have rendered services of 10 years or more in duly sanctioned posts. The Committee are perturbed

to note that despite passing of the said judgment almost 18 years ago, the daily wager safai karamcharis of MCD are still struggling to be made as permanent employees. The Committee are dismayed to note that this inordinate delay is not only making them loose out on the benefits of regular appointment but also has serious implications on their pensionary benefits in case they retire before being made permanent employees. The Committee also observe that daily wager safai karamcharis who have been working since 1996-98 have been confirmed. However, in some cases break in service have been given deliberately so as to avoid their regular reckoning of service and to deprive them from becoming eligible for regularization as per Supreme Court orders. The Committee therefore, strongly recommend that as per Supreme Court order at the first instance all the daily wager safai karamcharis who have completed 10 years of service with or without break in service must be regularized and then the process of framing uniform and transparent policy for regularization be made by Ministry of Home Affairs in consultation with DOPT.”

### **Reply of Government**

1.18 In this regard, the Ministry have submitted the following reply:

“As per phased manner policy of Corporation resolution No. 273 dated 27.06.1988, the DEMS department is in process to regularize the DWSKs with decided retrospectively dates with benefits of difference of Pay of the Arrear and as per DOPT Guidelines issued in this regard keeping in view of the judgment of Hon’ble Supreme Court in State of Karnataka Vs Uma Devi. The DEMS Department of MCD has implemented a phased manner policy as per Corporation/MCD resolution/decision No. 135 dated 20.10.2022 for those SKs who were engaged from 01.04.1998 to 31.03.2000 will be regularized w.e.f. 01.04.2006 after converting them into DWSK w.e.f. 31.03.2006 as per seniority list and policy issued vide Office Letter No. 330/ADC/DEMS/HQ/2023 Dated 03.02.2023. At present, out of 7721, 1419 SKs have already been regularized. Remaining are to be regularized in due course.”

(Vide **MHA** O.M. No. 16015/04/2023-Delhi-II dated 29.05.2024)

### **Recommendation No. 8**

**Need to frame transparent, guided and controlled policy for regularization of daily wager safai karamcharis**

1.19 The Committee had recommended as under:

“The Committee are of the considered opinion that MCD should uphold the directions

of Hon'ble Supreme Court in case of *Uma Devi judgment* and DOPT order dated 07.10.2020 in the matter of regularization of qualified workers engaged on daily wages. The Committee therefore, recommend that Ministry should direct MCD to formulate a uniform transparent, guided and controlled policy for regularization of daily wager safai karamcharis of the Corporation which should be ratified by the Ministry of Home Affairs before implementation to avoid any future irregularities. The Committee hope that new and transparent policy will curb the discretionary powers of MCD to regularize daily wager safai karamcharis and pave way to make it guided and controlled. It is also recommended that the new policy of MCD be implemented within 3 months of presentation of report in both Houses of Parliament. Even the MCD Commissioner deposed that the regularisation of all the daily wager safai karamcharis has massive financial implication in terms of payout of arrears. Therefore, the Committee recommend that MCD should regularize all the daily wager safai karamcharis from their date of appointment at the earliest. The arrears may be paid in due course as and when the financial requirements are met by the department. They also recommend that MCD should scrupulously/rigorously pursue with Department of Finance and Delhi Government for release of funds to meet the financial burden resultant to long pending regularization exercise.”

### **Reply of Government**

1.20 In this regard, the Ministry have submitted the following reply:

“As per phased manner policy of Corporation resolution No. 273 dated 27.06.1988, the DEMS department is in process to regularize the DWSKs with decided retrospectively dates with benefits of difference of Pay of the Arrear and as per DOPT Guidelines issued in this regard. The DEMS Department of MCD has implemented a policy of phased manner regularization as per Corporation/MCD resolution/decision No. 142 dated 20.10.2022 for those SKs who were engaged from 01.04.2003 to 31.03.2010 will be regularized w.e.f. 01.04.2012 & 01.04.2016 subsequently after converting them into DWSK w.e.f. 31.03.2012 & 31.03.2016 subsequently as per Seniority list and policy issued vide Office Letter No. 330/ADC/DEMS/HQ/2023 Dated 03.02.2023. At present, out of 2069, 608 SKs have already been regularized. Remaining are to be regularized in due course.

Furthermore, MCD will prioritize to keep employees informed about the regularization

process. Clear and timely updates regarding eligibility criteria, timelines, and procedural requirements will be included. Policy of phased manner regularization represents a proactive approach to address the needs of its daily wage employees and adhering to require formalities, fostering transparent communication. MCD/DEMS will navigate the regularization process more effectively and speed up in future.”

(Vide MHA O.M. No. 16015/04/2023-Delhi-II dated 29.05.2024)

### **Comments of the Committee**

**1.21 The Committee observe that as per Corporation/MCD resolution/decision No. 135 dated 20.10.2022 those safai karamcharis (SKs) who were engaged from 01.04.1998 to 31.03.2000 will be regularized w.e.f. 01.04.2006. Also, as per Corporation/MCD resolution/decision No. 142 dated 20.10.2022 those SKs who were engaged from 01.04.2003 to 31.03.2010 will be regularized w.e.f. 01.04.2012 & 01.04.2016 subsequently. Although Committee are appreciative of the proactive approach of MCD in the matter of regularisation of daily wager safai karamcharis, it is still disconcerting to note that 6302 (7721-1419) safai karamcharis engaged during the period from 01.04.1998 to 31.03.2000 and 1461(2069-608) safai karamcharis engaged during the period from 01.04.2003 to 31.03.2010 are yet to be regularized. The Committee therefore, reiterate that these safai karamcharis be regularised at the earliest and the Committee be informed of a definite time bound programme for regularisation of all the safai karamcharis within six months of presentation of this Report.**

**Further, the Committee has taken cognizance of the fact that many safai karamcharis are being denied the benefit of regularisation due to break in service despite putting in 10 or more years of regular services in MCD. The Committee, therefore strongly reiterate that as per Supreme Court Order at the first instance all the daily wager/ousorced safai karamcharis who have completed 10 years of service with or without break in service must be regularized.**

**CHAPTER – II**  
**RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY THE**  
**GOVERNMENT**

**Recommendation No. 1**

**Filling up of shortfall of vacancies**

2.1 The Committee had recommended as under:

“The Committee note that there is a shortfall of 1.63% in Group A posts and 7.13% in group C posts amongst the posts reserved for ST category. They have been informed that absence of any notified ST population in Delhi is the primary reason for shortfall in ST category posts. The Committee have been given to understand that MCD has processed the amendment/framing of recruitment rules for the posts of Multi Tasking Staffs including the post of MTS (DEMS) and accordingly these vacancies will be filled. The Committee desire to be apprised of the amendments made in recruitment rules w.r.t to MTS. The Committee recommend that the vacant ST posts may be notified at the earliest and filled by special recruitment drive within 3 months of presentation of report in both Houses of Parliament. It has also been informed that the position regarding vacant Group A posts (384+40=424) has already been conveyed to UPSC. The Committee feel that 424 posts lying vacant in group A is a matter of grave concern and recommend that MCD should rigorously pursue with UPSC for filling up of these posts immediately.”

**Reply of Government**

2.2 In this regard, The Ministry have submitted the following reply:

“The requisition for filling the posts of all groups/Categories under the Municipal Corporation of Delhi are being sent to DSSSB or UPSC which contains the specific mention of the vacancies under SC/ ST Category employees. Recently, on 15.03.2024, Offer of Appointment letters to 205 General Duty Medical Officers (GDMO)-II (Group ‘A’) (UR-49, EWS-48, OBC-78, SC-20, ST-08, PwD-02) have been issued. Moreover, the recommendations of the Hon’ble Committee have been noted for compliance.”

**(Vide MHA O.M. No. 16015/04/2023-Delhi-II dated 29.05.2024)**

**Comments of the Committee**

2.3 Please see Para No. 1.7 of Chapter I

## **Recommendation No. 2**

### **Roster preparation**

2.4 The Committee had recommended as under:

“The Committee would like to stress that roster being a vital document which plays an instrumental role for providing reservation and safeguarding the interests of SCs and STs be suitably maintained. It is the only mechanism to keep a vigil on the proper placement of SC/ST employees in their respective cadres against the vacancies reserved for them. In fact, the whole system of implementation of reservation orders rest on maintenance of rosters. The Committee therefore, recommend that the work related to preparation of rosters post unification of erstwhile Corporations be completed at the earliest and the same may be uploaded on MCD’s website.”

### **Reply of Government**

2.5 In this regard, the Ministry have submitted the following reply:

“Consequent upon unification of Corporations to MCD, all efforts are being made to prepare Reservation Rosters for all categories viz. SC/ST/OBC/PwD/EwS. The Corporation shall make all efforts to prepare rosters for ST/SC/OBC/PWD/EWS as per the directions of the Hon’ble Committee. Roster of many posts have been prepared.”

(Vide **MHA** O.M. No. 16015/04/2023-Delhi-II dated 29.05.2024)

### **Comments of the Committee**

2.6 Please see Para No. 1.10 of Chapter I

## **Recommendation No. 3**

### **Participation of SCs/STs in foreign training**

2.7 The Committee had recommended as under:

“The Committee are dismayed to note that no officer of the Corporation has been sent on foreign training by MCD post its establishment in 22.05.2022. The Committee feel that foreign training is very important for strengthening employees’ confidence and also of great value not only for advancement of their career but also for betterment of the organisation. It is also instrumental in sharpening their skills for effective discharge of their duties in the Corporation. The Committee, therefore, urge MCD to ensure that the nomination of

candidates be done for foreign training and that too in a very transparent and fair manner so that eligible SC and ST candidates get equal opportunity for getting nominated to these trainings.”

### **Reply of Government**

2.8 In this regard, the Ministry have submitted the following reply:

“As and when such training shall schedule and nomination from the designated institutions is called for from MCD, the proper representation of SC/ST officers shall be taken care of in a transparent and fair manner while deputing the officers in foreign training.”

**(Vide MHA O.M. No. 16015/04/2023-Delhi-II dated 29.05.2024)**

### **Recommendation No. 4**

#### **Need to impart training to Liaison Officer**

2.9 The Committee had recommended as under:

“The Committee note with concern that despite having a considerable workforce belonging to SC/ST community, the SC/ST Cell and Liaison Officers have not made any recommendations worth mentioning during the last 5 years. The Committee feel that SC/ST cell is mere ornamental in nature rather than serving as a formidable tool for alleviating the grievances/issues of SC/ST employees of the Corporation. The Committee would like to impress upon the fact that the Liaison Officer acts as a watchdog to ensure the implementation of reservation rules and orders in any organization. The Liaison Officer plays a very important role in ensuring the welfare and safeguarding the interest of the SCs and STs. He/She serves as a link between the Management and the SC/ST employees of the organisation whose main function is to ensure that Presidential Directives on reservation of SCs and STs are implemented in letter and spirit. The Committee, therefore recommend that SC/ST Cell and Liaison Officers should work in a proactive manner. They also recommend that Liaison Officers should hold regular meetings with the SC/ST employees of the Corporation. During these meetings, SC/ST Cell and Liaison Officers should invite suggestions from SC/ST employees for welfare/betterment of SCs/STs in the Corporation and also attend to the grievances raised by them and escalate them before the authorities for timely and speedy redressal. For the purpose, before or after posting of liaison officer, he/she must be imparted training regarding the DOPT reservation rules/order, roster maintenance etc at ISTM, Delhi in order to make them aware of effective working of liaison officer.”



### **Reply of Government**

2.10 In this regard, the Ministry have submitted the following reply:

“The training to Liaison Officer and other SC/ST officials shall be ensured regarding the DOPT Reservation Rules/Orders, roster maintenance etc. in consultation with the Directorate of Training of Union Territories Civil Services (UTCS); GNCTD.”

(Vide **MHA** O.M. No. 16015/04/2023-Delhi-II dated 29.05.2024)

### **Recommendation No. 5**

#### **Need to set up effective SC/ST Cell and mechanism to address grievances of SC/ST employees**

2.11 The Committee had recommended as under:

“The Committee note with concern that despite SC/ST cell being in place, the complaints/grievances of the Corporation are being handled by senior officers of the department and Liaison Officer. The Committee recommend that the Liaison Officer should function in an independent manner without being influenced by the Management of the Corporation to elevate any bias towards the aggrieved SC/ST employees. The Committee also recommend that a Complaint Register be maintained in the SC/ST cell wherein the complaints/grievances of the SC/ST employees of the Corporation can be lodged and these need to be recorded properly, clearly indicating the date of receipt of the complaint, nature of each case and its disposal within a fixed time frame and it should not be more than three months from the receipt of the complaint..”

### **Reply of Government**

2.12 In this regard, the Ministry have submitted the following reply:

“There is an SC/ST Cell in MCD and Liaison Officer for welfare of SC/ST, works in a proactive manner to redress the grievances and ensures the welfare of SC/ST employees working in MCD. The recommendations of the Hon’ble Committee in this regard shall be complied in future.”

(Vide **MHA** O.M. No. 16015/04/2023-Delhi-II dated 29.05.2024)

### **Comments of the Committee**

**2.13 Please see Para No. 1.13 of Chapter I**

**CHAPTER – III**

**RECOMMENDATIONS/OBSERVATIONS WHICH THE COMMITTEE DO NOT DESIRE TO  
PURSUE IN THE LIGHT OF THE REPLIES RECEIVED FROM THE GOVERNMENT**

**- Nil -**

## CHAPTER – IV

### RECOMMENDATIONS/OBSERVATIONS IN RESPECT OF WHICH REPLIES OF THE GOVERNMENT HAVE NOT BEEN ACCEPTED BY THE COMMITTEE AND WHICH REQUIRE REITERATION

#### Recommendation No. 6

#### **To bring a bill to make preparation and use of false caste certificate a punishable offence**

4.1 The Committee had recommended as under:

“The Committee have been informed that no specific time frame is available regarding the verification of caste certificates. In this regard, the Committee would like to invite the attention of Ministry and MCD to the DOPT OM No. No.41034/1/2022-Estt.(Res-I) dated 19.03.2021 whereby the process of caste verification is to be completed within a reasonable time, and the concerned appointing authorities be informed about the veracity of the Caste Certificate of the candidates/employees within one month of the receipt of such request from the concerned appointing authority. The Committee would like to stress upon the importance of completing the verification of castes certificate in a time bound manner since the timely execution of this exercise would not only bring the individuals securing job on the basis of false/fake caste certificate but would also provide protection to genuine SC/ST candidates from unnecessary hassle at the time of their retirement in receiving pensionary benefits. The Committee recommend that MCD should carry out the verification of caste certificate in an enterprising and vigilant manner. Further, if any case of securing job on the basis of false caste certificate is established, the same may be dealt with a heavy hand. For this purpose the Committee recommend that Ministry of Home Affairs to bring a bill/enact a legislation to declare preparation and use of false caste certificate a punishable offence.”

#### **Reply of Government**

4.2 In this regard, the Ministry have submitted the following reply:

“The recommendation of the Hon’ble Committee is not under purview of MCD.”

(Vide **MHA** O.M. No. 16015/04/2023-Delhi-II dated 29.05.2024)

#### **Comments of the Committee**

4.3 Please see Para No. 1.16 of Chapter I

## Recommendation No. 7

### **Regularization of daily wagers/casual/contractual labour/safaikaramcharis serving for more than 10 years as per Supreme Court Order**

4.7 The Committee had recommended as under:

“The Committee are distressed to note that MCD has set no prescribed period for regularization of contractual employees albeit MCD is regularizing them as per its own policy approved by the erstwhile Corporations which gives them ample discretionary powers to use it as per their whims and fancies. The Committee note that post *Uma Devi judgment*, MCD has stopped daily wager/contractual appointment and are regularizing the existing daily wager safai karamcharis in a phased manner. It has already regularized daily wager safai karamcharis appointed between 1996-98 reportedly and is in the process of regularizing daily wager safai karamcharis appointed between 1998-2000. The Committee note that by regularizing the daily wager safai karamcharis in a haphazard manner, MCD has further aggrieved their predicament. It is pertinent to note that daily wager safai karamcharis appointed in 1998 are yet to be regularized despite the said enforcement of *Uma Devi judgment* in year 2006 which provides for regularization of daily wager employees who have rendered services of 10 years or more in duly sanctioned posts. The Committee are perturbed to note that despite passing of the said judgment almost 18 years ago, the daily wager safai karamcharis of MCD are still struggling to be made as permanent employees. The Committee are dismayed to note that this inordinate delay is not only making them loose out on the benefits of regular appointment but also has serious implications on their pensionary benefits in case they retire before being made permanent employees. The Committee also observe that daily wager safai karamcharis who have been working since 1996-98 have been confirmed. However, in some cases break in service have been given deliberately so as to avoid their regular reckoning of service and to deprive them from becoming eligible for regularization as per Supreme Court orders. The Committee therefore, strongly recommend that as per Supreme Court order at the first instance all the daily wager safai karamcharis who have completed 10 years of service with or without break in service must be regularized and then the process of framing uniform and transparent policy for regularization be made by Ministry of Home Affairs in consultation with DOPT.”

## **Reply of Government**

4.8 In this regard, the Ministry have submitted the following reply:

“As per phased manner policy of Corporation resolution No. 273 dated 27.06.1988, the DEMS department is in process to regularize the DWSKs with decided retrospectively dates with benefits of difference of Pay of the Arrear and as per DOPT Guidelines issued in this regard keeping in view of the judgment of Hon’ble Supreme Court in State of Karnataka Vs Uma Devi. The DEMS Department of MCD has implemented a phased manner policy as per Corporation/MCD resolution/decision No. 135 dated 20.10.2022 for those SKs who were engaged from 01.04.1998 to 31.03.2000 will be regularized w.e.f. 01.04.2006 after converting them into DWSK w.e.f. 31.03.2006 as per seniority list and policy issued vide Office Letter No. 330/ADC/DEMS/HQ/2023 Dated 03.02.2023. At present, out of 7721, 1419 SKs have already been regularized. Remaining are to be regularized in due course.”

(Vide **MHA O.M. No. 16015/04/2023-Delhi-II dated 29.05.2024**)

## **Comments of the Committee**

4.9 Please see Para No. 1.21 of Chapter I

### **Recommendation No. 8**

#### **Need to frame transparent, guided and controlled policy for regularization of daily wager safai karamcharis**

4.10 The Committee had recommended as under:

“The Committee are of the considered opinion that MCD should uphold the directions of Hon’ble Supreme Court in case of *Uma Devi judgment* and DOPT order dated 07.10.2020 in the matter of regularization of qualified workers engaged on daily wages. The Committee therefore, recommend that Ministry should direct MCD to formulate a uniform transparent, guided and controlled policy for regularization of daily wager safai karamcharis of the Corporation which should be ratified by the Ministry of Home Affairs before implementation to avoid any future irregularities. The Committee hope that new and transparent policy will curb the discretionary powers of MCD to regularize daily wager safai karamcharis and pave way to make it guided and controlled. It is also recommended that the new policy of MCD be implemented within 3 months of presentation of report in both Houses of Parliament. Even

the MCD Commissioner deposed that the regularisation of all the daily wager safai karamcharis has massive financial implication in terms of payout of arrears. Therefore, the Committee recommend that MCD should regularize all the daily wager safai karamcharis from their date of appointment at the earliest. The arrears may be paid in due course as and when the financial requirements are met by the department. They also recommend that MCD should scrupulously/rigorously pursue with Department of Finance and Delhi Government for release of funds to meet the financial burden resultant to long pending regularization exercise.”

### **Reply of Government**

4.11 In this regard, the Ministry have submitted the following reply:

“As per phased manner policy of Corporation resolution No. 273 dated 27.06.1988, the DEMS department is in process to regularize the DWSKs with decided retrospectively dates with benefits of difference of Pay of the Arrear and as per DOPT Guidelines issued in this regard. The DEMS Department of MCD has implemented a policy of phased manner regularization as per Corporation/MCD resolution/decision No. 142 dated 20.10.2022 for those SKs who were engaged from 01.04.2003 to 31.03.2010 will be regularized w.e.f. 01.04.2012 & 01.04.2016 subsequently after converting them into DWSK w.e.f. 31.03.2012 & 31.03.2016 subsequently as per Seniority list and policy issued vide Office Letter No. 330/ADC/DEMS/HQ/2023 Dated 03.02.2023. At present, out of 2069, 608 SKs have already been regularized. Remaining are to be regularized in due course.

Furthermore, MCD will prioritize to keep employees informed about the regularization process. Clear and timely updates regarding eligibility criteria, timelines, and procedural requirements will be includes. Policy of phased manner regularization represents a proactive approach to address the needs of its daily wage employees and adhering to require formalities, fostering transparent communication. MCD/DEMS will navigate the regularization process more effectively and speed up in future.”

**(Vide MHA O.M. No. 16015/04/2023-Delhi-II dated 29.05.2024)**

### **Comments of the Committee**

**4.12 Please see Para No. 1.21 of Chapter I**

**CHAPTER – V**

**RECOMMENDATIONS/OBSERVATIONS IN RESPECT OF WHICH FINAL REPLIES  
OF THE GOVERNMENT HAVE NOT BEEN RECEIVED**

**- Nil -**

**New Delhi;  
6 December, 2024  
15 Agrahayana, 1946(Saka)**

**Dr. Faggan Singh Kulaste  
Chairperson  
Committee on the Welfare of  
Scheduled Castes and  
Scheduled Tribes.**

**APPENDIX –II**

**(Vide Para 4 of Introduction)**

**Analysis of action taken by the Government on the recommendations contained in the Thirty First Report (Seventeenth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes.**

1.	Total number of recommendations.....	8
2.	Recommendations/observations which have been accepted by the Government ( <i>vide</i> recommendations at Sl. No. 1, 2, 3, 4, & 5).....	8
	Number Percentage to the total .....	62.5%
3.	Recommendations/observation which the Committee do not desire to pursue in view of the Government replies .....	NIL
4.	Recommendations/observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration ( <i>vide</i> recommendations at Sl. Nos. 6, 7 and 8).....	3
	Number Percentage to the total.....	37.5%
5.	Recommendations/observations in respect of which final replies of the Government have not been received .....	NIL



**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES  
AND SCHEDULED TRIBES  
(2024-2025)**

**(EIGHTTEENTH LOK SABHA)**

**FIFTH SITTING  
(03.12.2024)**

**MINUTES**

The Committee sat on 03.12.2024 from 1000 hrs. to 1100 hrs. in Chairperson Chamber, Room No. 137, Third floor, Parliament House, New Delhi-110001

**PRESENT**

**Dr. Faggan Singh Kulaste - Chairperson**

**MEMBERS**

**LOK SABHA**

2. Shri A. Raja
3. Smt. Pratima Mondal
4. Shri Vishnu Dayal Ram
5. Shri Parbhubhai Nagarbhai Vasava
6. Shri Ananta Nayak
7. Shri Anil Firojiya
8. Shri Alfred Kanngam S. Arthur
9. Shri Govind Makthappa Karjol
10. Shri Daggumalla Prasada Rao
11. Shri Sasikanth Senthil

**RAJYA SABHA**

12. Smt. Sumitra Balmik
13. Smt. S. Phangnon Konyak
14. Shri Rwngrwa Narzary
15. Smt. Phulo Devi Netam
15. Dr. Kanimozhi NVN Somu
16. Dr. Kanimozhi NVN Somu

**SECRETARIAT**

- 1 Shri D.R. Shekhar, Additional Secretary
- 2 Shri Rakesh Bhardwaj, Director
- 3 Shri Ajay Kumar Prasad, Deputy Secretary
- 4 Shri. Mohan Arumala, Deputy Secretary

At the outset, the Chairperson welcomed the Members of the Committee. The Committee then considered the following draft report(s):

- i. Action taken by the Government on the recommendations contained in the Thirty First Report (17th Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the Subject- "Implementation of reservation Policy in the Ministries/Departments of Government of India with specific reference to the Municipal Corporation of Delhi (MCD)."
- ii. Action taken by the Government on the recommendations contained in the Twenty Fifth Report (17th Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the subject "Role of Ministry of Personnel, Public Grievances and Pensions (Department of Personnel and Training) in formulation, implementation and monitoring of reservation policy"

2. After due consideration, the Committee adopted the aforementioned Reports with minor modification. The Committee also authorized the Chairperson to present the Reports to both the Houses of Parliament during the ongoing Session.

The sitting of the Committee then adjourned.