

SCTC NO. 738

**COMMITTEE ON THE WELFARE OF  
SCHEDULED CASTES AND  
SCHEDULED TRIBES  
(2011-2012)**

**(FIFTEENTH LOK SABHA)**

**THIRTEENTH REPORT  
ON**

**MINISTRY OF HOME AFFAIRS**

**[Termination of 10 SC ex-teachers appointed by Navyug School Educational Society  
of New Delhi Municipal Council on contract basis during Special Recruitment  
Drives 2005 and 2007]**

*Presented to Hon'ble Speaker, Lok Sabha on 1st June, 2011*

*Presented to Lok Sabha on 6th September, 2011*

*Laid in Rajya Sabha on 6th September, 2011*



**LOK SABHA SECRETARIAT  
NEW DELHI**

*May, 2011/Jyaistha, 1933 (Saka)*

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COMPOSITION OF THE COMMITTEE ON THE WELFARE OF SCHEDULED  
CASTES AND SCHEDULED TRIBES (2011-2012)

Shri Gobinda Chandra Naskar—*Chairman*

*Lok Sabha*

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3. Smt. Santosh Chowdhary
4. Smt. Jyoti Dhurve
5. Shri Biren Singh Engti
6. Shri Prem Chand Guddu
7. Smt. Paramjit Kaur Gulshan
8. Dr. M. Jagannath
9. Shri Mohan Jena
10. Shri Mohinder Singh Kaypee
11. Shri Virendra Kumar
12. Shri Pradeep Majhi
13. Shri Bharat Ram Meghwal
14. Shri Ashok Kumar Rawat
15. Shri Bajju Ban Riyan
16. Smt. Sushila Saroj
17. Shri Hamdullah Sayeed
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28. Shri Veer Singh
29. Miss Anusuiya Uikey
30. Shri Veer Pal Singh Yadav

SECRETARIAT

1. Dr. R.K. Chadha — *Joint Secretary*
2. Ms. J.C. Namchyo — *Director*
3. Shri G.C. Dobhal — *Under Secretary*

## INTRODUCTION

I, the Chairman, 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 Thirteenth Report (Fifteenth Lok Sabha) on the Ministry of Home Affairs on the subject "Termination of 10 SC ex-teachers appointed by Navyug School Educational Society of New Delhi Municipal Council on contract basis during Special Recruitment Drive, 2005 and 2007".

2. The Committee took evidence of the representatives of the Ministry of Home Affairs, Ministry of Personnel, Public Grievances and Pension (Deptt. of Personnel & Training) and the New Delhi Municipal Council (NDMC) on 15.12.2010 and 07.01.2011. The Committee wish to express their thanks to the officers of the Ministry of Home Affairs, Ministry of Personnel, Public Grievances and Pension (Deptt. of Personnel & Training) and the New Delhi Municipal Council (NDMC) for placing before the Committee the material and information the Committee required in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee on 26th May, 2011.

4. The observations/recommendations are given in Part-II of the Report.

NEW DELHI;  
May, 2011  
*Jyaistha, 1933 (Saka)*

GOBINDA CHANDRA NASKAR,  
*Chairman,*  
*Committee on the Welfare of*  
*Scheduled Castes and*  
*Scheduled Tribes.*

## PART I

### REPORT

#### A. Background

A representation dated 9th November, 2010 addressed to the Hon'ble Members of the Committee was received from 10 SC ex-teachers of the Navyug Schools under New Delhi Municipal Council (NDMC) regarding victimization, discrimination and termination of their services (**Appendix - I**).

2. In their representation, it has been alleged that 10 SC ex-teachers were appointed through Special Recruitment Drives (SRDs) in the years 2005 and 2007 as PGT/TGT/PRT deliberately on contract basis following the then due procedure of regular appointment of teachers in Navyug Schools. It has been mentioned that DoP&T Office Memoranda and Prime Minister's directives on Special Recruitment Drive for SCs/STs were meant to fill up the vacancies only on regular basis. Instead of treating their appointment regular, their services were discontinued by the NSES from April, 2009 leaving them jobless and overage for further jobs now.

3. The representation was forwarded to the Ministry of Home Affairs (MHA) as well as to New Delhi Municipal Council (NDMC) on 15th November, 2010 requesting them to furnish their para-wise comments in the matter. Replies to the representation were received from MHA/NDMC on 10th December, 2010. Subsequently, three more representations dated 18th November, 2010, 1st December, 2010 and 2nd December 2010 were also forwarded to the Ministry of Home Affairs and NDMC on 23rd December, 2010 (**Appendices II, III & IV**). Replies to all these three representations were received on 30th December, 2010.

4. Meanwhile at their sitting held on 7th December, 2010, the Committee *inter-alia* heard the grievances of 10 SC ex-teachers of NSES informally (**Appendix - V**).

5. On the basis of the replies received on the representation dated 9th November, 2010, the Committee held oral evidence of the representatives of the Ministry of Home Affairs, DoP&T and NDMC on 15th December, 2010. As the Chairman, NDMC was not present before the Committee on that date, he appeared before the Committee for evidence alongwith the representatives of the Ministry of Home Affairs and, DoP&T on 7th January, 2011. Minutes of the above two sittings dated 15th December, 2010 and 7th January, 2011 are at Appendices VI & VII respectively. A questionnaire was forwarded to the Ministry of Home Affairs and NDMC on 19th January, 2011. Replies to the questionnaire were received on 28th January, 2011.

6. The particulars of 10 SC ex-teachers who were reported to have been appointed under Special Recruitment Drive on contract basis in the years 2005 and 2007, and whose services have now been terminated are as under:

S.No.	Name	Designation	Qualification	Experience
1.	Rahul Kumar Sultana	PGT (Comp. Science)	M.C.A/B.Sc. (G) "A" (Computer Science)	7 years
2.	Hemlata	TGT (Hindi)	B.A., M.A. (Hindi) and B.Ed from Delhi University	+ 4 years
3.	Anil Kumar	TGT (PTI)	M.P.Ed	+ 4 years
4.	Pratibha	TGT (Work Experience)	Diploma (Electronics)	+ 4 years
5.	Kunta Anand	PRT (PTI)	M.P.Ed	+ 4 years
6.	Geeta	TGT (Science)	M.Phil, B.Ed	3 years
7.	Saroj	TGT (Arts)	M.F.A. and B.F.A.	+ 4 years
8.	Hakam Singh	PGT (Eco)	B.A., M.A., B.Ed	+ 2 years
9.	Saroj	PRT (Science)	B.Sc. (B) Group, B.Ed	3 years
10.	Manju Pareva	TGT (English)	M.A. and B.Ed	+ 2 years

#### **B. Navyug School Educational Society (NSES)**

7. The Navyug School Educational Society (NSES) was registered in December, 1992 under the Societies Registration Act, 1860. It is 100% financed by the New Delhi Municipal Council (NDMC). As per the Memorandum of Association, the objects for which the society is established are:—

- (a) to establish, endow, maintain, control and manage Navyug Schools and to do all acts and things necessary for or conducive to the promotion of such schools which will have the following objectives:
  - (i) to provide good quality modern education including a strong component of inculcation of values, awareness of environment, adventure activities and physical education to the talented children predominantly from the lower middle income group without regard to their families' socio economic condition.
  - (ii) to provide facilities, at a suitable stage, for instruction through a common medium, *i.e.* Hindi and English.
  - (iii) to offer a common co-curriculum for ensuring comparability in standards and to facilitate an understanding of the common and composite heritage of people.
- (b) to do all such things as may be considered necessary, incidental or conducive to the attainment of all or any of the objectives of the Society.



8. As per the Bye-laws, the organizational set up of the NSES is in two parts :

- (i) Governing Body (Board of Governors); and
- (ii) General Body.

#### **Board of Governors (BoG)**

9. The Governing Body of the Society consists of the following 8 members to be nominated by the President/Administrator, NDMC (now the Chairperson, NDMC):

- (i) Chairman [at present the Chairman, NDMC is the Chairman]
- (ii) Member Secretary [at present Secretary, NDMC is the Member Secretary]
- (iii) Treasurer [at present Director (Finance), NDMC is the Treasurer]
- (iv) Five other members.

10. Further distinguished academicians/educationists, not less than 4 at a time, 2 of whom shall be the Principals of distinguished public schools in NDMC area will be nominated by the Chairperson of the NDMC as co-opted members of the Governing Body. Copy of the Memorandum of Association of the Society is enclosed as **Appendix -VIII**.

11. When asked whether there is any SC/ST representative included in the Board of Governors (BoG) of NSES, it has been stated that the then Director (Estate/Enforcement), NDMC was nominated as the representative of the SC/ST in the Board of Governors (BoG) of the NSES. He has since repatriated to his parent department.

#### **Discretionary Powers of Board of Governors**

12. When asked whether the Board of Governors of NSES has any discretionary powers to make appointments of teachers in Navyug Schools under special circumstances, it was replied that as per the Bye-laws, the Governing Body is the supreme Body of the Society, whose decision in all matters not expressly provided for in the rules shall be final. It has amongst other, the powers to appoint teachers and other staff in different schools run by or under the Society. However, the Board has delegated full powers of appointment to the Chairperson on 27.03.1995.

13. The Committee desired to know whether the BoG ever used its discretionary power to appoint/regularize any teacher in the past in Navyug Schools belonging to any category and, if yes, to furnish the details of such appointments/regularization with the names and posts. In reply, NDMC has stated that the NSES has appointed various teachers in the past by direct recruitment as per the applicable RRs and vacancies available in different categories. During the last 10 years, the Society has not regularized the service of any teacher.

#### **C. Grievances**

14. In their joint representation dated 9th November, 2010, 10 SC ex-teachers stated that they were appointed through Special Recruitment Drives (SRDs) for SCs/STs in the year 2005 and 2007 as PGT/TGT/PRT deliberately on contract basis instead of regular basis following the then due procedure of regular appointment of

teachers in Navyug Schools. They alleged that DoP&T OMs and Prime Minister's directives to undertake SRDs for SCs/STs were meant to fill up the vacancies only on regular basis. They also alleged that their appointment was made deliberately on contract basis violating the instructions on SRDs, by the Navyug School Educational Society deemed to be treated on regular basis but despite treating their appointments on regular basis, their services have been discontinued by the Navyug School Educational Society since April 2009 and since then they are jobless and some of them are overage now. It has further been alleged that despite their case was placed before the various authorities of the Government of India, the Ministry of Home Affairs have not taken final decision in the matter which has been pending since August, 2008.

15. The representation of 10 SC ex-teachers also contained a copy each of the letter dated 1st June, 2010 written by the Minister of Social Justice and Empowerment to the Minister of Home Affairs and the reply dated 22nd June, 2010 received thereto from the Minister of Home Affairs and also a copy of the letter dated 15th October, 2010 from the Ministry of Home Affairs to Chairman, NDMC in this regard (**Appendices -IX, X & XI**).

#### **D. Clarification by Ministry of Home Affairs**

16. Ministry of Home Affairs *vide* their OM No. 16014/3/2010 – Delhi II dated 10th December, 2010 furnished a copy of the reply of NDMC dated 29th November, 2010, which is reproduced as under:—

“Navyug Schools are controlled by a Society *i.e.* Navyug School Educational Society (NSES), registered under Societies Registration Act. The Society has been set up to impart quality education to the children admitted in Navyug Schools. With the aim to ensure that there is no problem with regard to studies to the children studying in Navyug Schools, the Society, at times, like any other Institution has been resorting to appointment of teachers on contract basis, pending regular appointments. The NSES had filled up the posts of PGT, TGT and Primary Teachers on contract basis during the years 2005 to 2007 against promotion as well as direct recruitment quota. Since filling up of these posts on regular basis could have consumed considerable time and non-availability of the teachers would have adversely affected the studies of the students, the aforesaid contractual appointments were made considering the extant administrative exigencies and pressing academic requirements. Attention is also invited to the fact that the process for contractual appointment and regular appointment is entirely different. Regular appointments are made strictly in conformity with the regulations envisaging holding of a written examinations, subject test, interview etc. It is a much more comprehensive and rigorous process than that of contractual appointments which was restricted to walk-in-interviews only.

Regarding the issue raised by few ex-contract teachers in various representations for claiming regularization of their contractual appointment, it is reiterated that they were appointed on purely contract basis subject to condition that this contract appointment would not confer on them any

claim for regular appointment and their services can be terminated any time without assigning any reason. Subsequently on regular appointment of various categories of teaching staff by direct recruitment or through departmental promotion following due procedure, the services of Shri Hakam Singh & others could not be continued.

Navyug School Educational Society (NSES) as an organization respects and protects the rights of all especially those belonging to reserved categories in accordance with the Government of India orders issued by the DoP&T, Ministry of Public Grievances and Pensions in prescribed manner and norms. There is no victimization of SC candidates who were earlier working on contract basis but their services could not be continued as the posts were filled up on regular basis either by departmental promotion or by direct recruitment.

It is also pointed out that similar allegations were also raised against the Society by the petitioners in the past. The National Commission for Scheduled Castes (NCSC), a Constitutional Body set up under Article 339 of the Constitution enquired into the matter. A detailed report was submitted to the NCSC appraising all the facts. After due examination and deliberation considering the report submitted by the NSES, the Commission gave its decision. The gist of the decision given by the Commission *vide* their Letter No. F.No. H-3(Delhi)-22/2008 SSW-I dated 24th May, 2010 (**Appendix - XII**) is reproduced below:

In my report submitted to the MHA, I had specifically referred to the complaint received by the Commission from the applicants who were employed on contractual basis of Special Recruitment Drive undertaken by the NSES to fill up backlog reserved vacancies during 2005, 2006 and 2007. On going through the present report of the NSES as well as the other previous records on the subject, I have noticed that after the subsequent recruitment drive undertaken by the NSES in the year 2008, the backlog reserved vacancies have been filled up on regular basis. Further, various pronouncements of the Apex Court prevents regularization of contractual appointments made earlier.

In view of the above, Commission accepts the report of NSES in following the reservation policy of the Government of India in letter and spirit.”

17. In addition to above, NDMC has stated that the NSES in compliance of the directions given by the Ministry of Home Affairs to dispose of various representations received in the matter *vide* letter No. 16015/2/2010-Delhi-II dated 10th June, 2010, issued a speaking order to Shri Hakam Singh *vide* their Letter No. 1654/ NSES/MS/2010 dated 19.06.2010 which *inter alia* is as under:—

“ ..... As per records, you were appointed through a walk-in interview in the Navyug School Educational Society (NSES) as PGT (Economics) purely on temporarily/contractual basis and posted in Navyug School, Moti Bagh. This arrangement continued from August, 2007 to December, 2007. Thereafter, you were accommodated as TGT and you worked in TGT from December, 2007 to April, 2008 and again from July, 2008

to April, 2009. These were all contractual appointments. During the recruitment drive undertaken by NSES, where the backlog for the reserve vacancies are also filled up on regular basis you could not be selected on regular basis. After the filling up of the posts on regular basis, teaching staff working against the said posts on contract basis could not be allowed to continue. It has been informed that no teaching staff working on contractual basis was regularized by NSES in the last ten years without following the above process.

You were aware that in the PGT posts, the mode of recruitment was 75% by promotion and 25% by direct recruitment. In July, 2007, pending filling up of the posts on promotion and/or direct recruitment, some PGT teachers were appointed on purely temporary/contractual basis for a limited period till the posts are filled up either by promotions or by direct recruitment. The promotional posts were filled in December, 2007 and thereafter you could not be allowed to continue as PGT.

However, you were accommodated in the NSES as TGT again on purely temporary/contractual basis till 30.04.2008 or the posts are filled up either by promotions or by direct recruitment, whichever is earlier. This was to ensure studies of the students do not suffer. In July, 2008, you were again accommodated on contractual basis upto 30.04.2009 or till the posts are filled in on regular basis, whichever is earlier.

After taking into consideration, the proposal that in PGT post, there should be 100% promotion and only if these cannot be filled up on promotion then by direct and no contract appointments. Board of Governors accepted this proposal on 24.03.2008. On this date, you were not working as PGT and had already been accommodated as TGT. As such, you claim that the Board of Governors passes a Resolution of 100% promotion from TGT to PGT just to deprive you from regularization as PGT is not born from records.

You continued to work on contractual basis up to 30.04.2009. During the summer vacations, the TGT posts were filled in by promotion through a DPC and during May/June itself all the posts of direct recruitment were also filled and as such your further contractual appointments from July, 2009 was not found possible, as the posts had been filled up either by promotion or by direct recruitment, during the summer vacations of May/June, 2009.

Thereafter you have been representing from time to time claiming alleged irregularities in the policy of recruitment by the Society. You have been claiming that due to this alleged irregularities in the filling of the posts, your contract appointment should be deemed to be a regular appointment.”

#### **E. Special Recruitment Drive *vis-à-vis* Contractual Appointment**

18. On being informed that the NSES conducted special recruitment drives in 2005, 2006 and 2007 to fill up backlog vacancies of SC/ST teachers purely on contract basis, it was asked of NDMC as to why no regular recruitment drive was conducted for filling up of SC/ST teachers' backlog vacancies on regular basis in Navyug Schools

before 2008. In reply, it was stated that NSES had filled up the posts of PGTs, TGTs and Primary Teachers on purely contractual basis during the years 2005, 2006 and 2007 against the vacancies meant for promotional as well as direct recruitment quota. The aforesaid contractual appointments were made considering the extant administrative exigencies, pressing academic requirement and to ensure that the studies of the students are not adversely affected.

19. When asked on which DoP&T OMs/orders and instructions or notifications/circulars of the Government of India, the NSES had launched Special Recruitment Drives for SCs/STs/OBCs in the years 2005 and 2007 and appointed teachers as PGT/TGT/PRT on Contract Basis and on consolidated payments to fill up the backlog sanctioned vacancies of SCs/STs/OBCs on short term arrangement, the NDMC replied that the DoP&T OMs/Orders issued from time to time, relate only to the appointment on regular basis. The appointments made in the year 2007 were, however, purely on contractual basis. NDMC also referred to the guidelines/directions issued by the Supreme Court in Uma Devi's case and all other cases mentioned in the preceding paragraphs of this report that all regular appointments have to be made as per the Recruitment Rules through open competition so that a person qualified for the job is not denied such an opportunity/appointment.

20. When queried whether it was not discrimination and harassment against SC/ST/OBC teachers who applied through SRDs in the years 2005 and 2007 in NSES, it was denied that there was no bias against the SCs/STs and emphasized that these are mere apprehensions and not based on objective analysis of the facts. The interest of the SCs/STs have been watched carefully and departmental promotion posts reserved for them were either kept vacant or were filled up only temporarily by un-reserved candidates due to non-availability of eligible reserved candidates. This was absolutely temporary measure to ensure availability of teachers till departmental candidates from reserved category would have become eligible for promotion. This decision was taken because studies of the Senior Secondary students were being adversely affected for want of teachers.

21. When asked to explain as to why the contract appointment was done against regular sanctioned posts and allowed to continue for more than 3-4 years though contractual appointment is for a very short period for the specific reasons such as long leave or maternity leave of a teacher, it was clarified that the regular appointments are made strictly in conformity with the regulations envisages holding of a written subject test, interview etc. It is much more comprehensive and rigorous process than that of contractual appointments which is restricted to walk-in interview only. Since filling up of posts on regular basis could have consumed considerable time and non-availability of the teachers would have adversely affected the studies of the students, the aforesaid contractual appointments were made considering the extant administrative exigencies and pressing academic requirements. The contracts of applicants were only for the current academic session. The same were discontinued during academic break and fresh contracts executed if the candidates were engaged afresh. As such, no candidate continued without break for long period.

22. When asked whether vacancies of the past years *i.e.* backlog vacancies specially reserved for SCs/STs/OBCs categories can be filled up through an advertisement under the caption Special Recruitment Drive for SCs/STs/OBCs on contractual basis, it was replied that Navyug Schools are controlled by a Society registered under the Society Registration Act and the Society has been set up to impart quality education to the children admitted in the schools. Like any other Institution, a Society has Recruitment Rules for appointing teachers in the schools run by the Society. With a view to ensure that there is no problem to the children to get proper education, sometimes pending regular appointments, the Institutions have been resorting to appointments on contract basis. This is limited for the period, till regular appointments are made. In the case of the Society also, contractual appointments were being made in the years 2005-2007, pending appointments of teachers on regular basis. The NSES had filled up the posts of PGT, TGT and Primary Teachers on purely contractual basis during the years 2005 to 2007 against the vacancies meant for promotional as well as direct recruitment quota and keeping in view the studies of the students being adversely affected.

23. Regarding definition of short-term arrangement of the teachers in NSES, NDMC replied that short-term arrangement of teachers is made in the academic interest of students. It is limited to the academic session, leave reserve vacancies, against maternity leave vacancies or against temporary posts.

24. It was alleged that as per DoP&T OMs the sanctioned and backlog vacancies for SCs/STs/OBCs cannot be filled up on contract basis. But the NSES illegally and deliberately filled the backlog sanctioned vacancies of SCs/STs/OBCs on contract basis which is totally against Government of India and PM's directives on special recruitment drives. In reply, NDMC has stated that it has already been brought to the notice of the Ministry that the NSES had filled up the posts of PGT/TGT and Primary Teachers on purely contractual basis during the years 2005 to 2007 against the vacancies meant for promotional as well as direct recruitment quota. The aforesaid contractual appointments were made considering the extant administrative exigencies, pressing academic requirements and to ensure that the studies of the students are not adversely affected. All the referred DoP&T OMs deal only with regular appointments and do not relate to contractual appointment.

25. In regard to point raised by ex-teachers that Chairman, NDMC is giving continuous contract appointments to several General category teachers after removing the aggrieved SC ex-teachers from service, which is totally wrong and injustice to them, the NDMC has replied that there are a few teachers engaged by the NSES against the short term vacancies arisen due to regular teachers proceeding on maternity leave or on temporary posts to meet the urgent academic requirement of the students. The services of these ex-contractual teachers could not be continued as the posts held by them were subsequently filled up either by departmental promotion or by direct recruitment.

26. When it was pointedly asked whether the NDMC has followed up the GOI policy and also the DoP&T instructions properly, it was replied by the representative of DoP&T during the deposition before the Committee on 7th January, 2011 as under:—

“In this case, they did not fill up the vacancies on regular basis by following the recruitment rules. They had appointed them on contract basis.”

27. When asked whether it is possible to fill up the backlog vacancies on contract basis, the reply of the representative of DoP&T stated:

“As far as DoP&T is concerned, there is no method of recruitment on contract basis.”

28. When it was queried whether DoP&T did ask the NDMC as to why they appointed them on contract basis, the representative of DoP&T replied:—

“We were not involved in that. It is not within our competence to interfere in their working.”

29. When specifically asked whether NDMC did not adhere to the instructions given by DoP&T, the representative of DoP&T stated:—

“The matter did not come at DoP&T at that time.”

30. When it was pointed out that the backlog posts are always regular posts and not *ad hoc* posts and asked to clarify the exact position, the Home Secretary during deposition before the Committee on 15th December, 2010 stated:

“The posts are all regular, but the appointment is on contract or *ad hoc* basis. All these are regular posts. The vacancies were there and a special drive was conducted. There was a special drive to fill these up on contract basis. It only had a walk-in interview. They were just called, interviewed and given the appointments on contract basis.”

31. When enquired whether process by which they had been taken was not the proper way and they should have been taken after conducting proper interview and against the regular posts where there was a backlog, and desired to know who was responsible for that, the Home Secretary stated:—

“I do not think it is anybody’s fault. I think the ideal thing would have been for the NDMC or the Society at that time to have done the regular appointments by having an examination, the interview, and then made the regular appointments.”

32. When enquired as to why backlog vacancies was filled up on contractual basis, the representative of DoP&T clarified:

“...When we issue instructions, our instructions are for filling up backlog vacancies on regular basis, as rightly pointed out, because they have to be regularly filled up. If any organisation has to complete the backlog, it has to take step for regular filling up of vacancies. All our instructions regarding backlog are for filling a post in a regular manner. It is not making any exemption regarding the recruitment rules. In our instructions, whatever be

your recruitment rules, we are not prescribing that. Recruitment rules are prescribed by the Government in consultation with the DoP&T in a separate manner. Once you have recruitment rules, our instructions for special recruitment drive only say that please follow those recruitment rules and fill up the backlog. There is no exception which is granted through special recruitment drive in any manner whatsoever.”

33. The reason for not taking action against the Liaison Officer or nodal officer(s) for conducting these SDRs on contractual basis by ignoring the DoP&T instructions in this regard, they replied that no DoP&T instructions were violated in filling up unfilled posts on contractual basis in view of pressing academic requirements and extant administrative exigencies.

34. When enquired whether the contractual appointment was done by considering all their qualifications or not and whether NDMC did appoint non-meritorious candidates on contract basis, the Home Secretary during evidence held on 7th January 2011 replied:

“I would like to say that on contractual appointment, the minimum standard to be met, when it is a walk-in interview, is that they are eligible but they need not be meritorious.”

35. In this connection, Home Secretary further stated:—

“I would like to make a distinction between those who are eligible and those who are meritorious. Contract appointment is being done not just in teachers but in all sorts of categories. Contract appointment has been done throughout the Government. In contract appointment, if you meet the minimum standards of eligibility, etc., say it is a walk-in interview where people just come in and you look at the qualification. He has got B.Ed. I want immediately a teacher and I take him. The mistake they made was, after whatever minimum period of contract appointment, they should have thrown them out and taken again, in the next session, fresh people. Then, you do not have the problem of the Contract Abolition Act. Then, they should have gone in for regular appointment. As soon as they appointed the people on contract basis, they should go in for regular appointment. We do this kind of appointment all the time. In all the Ministries, we take people on contract basis and simultaneously the Staff Selection Commission or UPSC is filling up. As the regular people come, the contract people are dismissed. This is taking place even today. Right now it is taking place.”

36. To a query as to the candidature of the contract employees was considered as departmental candidates in the 2004 recruitment drive, NDMC replied that the contractual employees cannot be considered as departmental candidates. The appointment of teachers made in the year 2004 was strictly as per the RRs against direct recruitment quota.

37. Shri Rahul Kumar Sultana was selected in 2003 by NSES as PGT (Computer Science). However, in 2004, NSES had conducted a drive to fill the various posts of PGTs, TGTs and PRTs *vide* their Advertisement, 2004 as per their practice before 2008



to fill up vacancies on regular basis by conducting interview only. In this regular drive, total 11 PGT Posts (SC-5, ST-2, OBC-2, UR-2) were also *inter-alia* published for Commerce, Economics, Computer Science, Political Science and Biology. However, post-wise vacancies were not notified in the Advertisement. Shri Sultana had also applied for the PGT (Computer Science) post but deliberately he was not called for interview despite the file noting of the Chairman, NDMC/NSES that all contract teachers should be directly called for interview. When asked why Shri Rahul Kumar Sultana was not called for the interview in the recruitment of 2004 despite he had applied for the post and moreover, the Chairman, NSES/NDMC had given remarks in the file for calling all working contract teachers for interview, in reply, NDMC has stated that the process for selection for the post for which Shri Rahul Kumar Sultana applied could not be undertaken due to administrative reasons.

#### **F. Recruitment Procedure**

38. The NDMC was asked to explain the selection procedure for recruitment of regular teachers in Navyug Schools and also asked whether the written examinations was conducted by NSES to fill up all the posts (General, SCs, STs, OBCs) etc. of teachers on regular basis. It was also asked to state the number of times NSES conducted written examination till now. In their written reply, the NDMC stated that in June, 2008, Navyug School Educational Society (NSES) advertised vacancies for the regular posts of TGTs and Primary Teachers. In response to the said advertisement, large numbers of applications were received. These applications were scrutinized by NSES with respect to fulfilment of laid down eligibility criteria as per Recruitment Rules. Since a very large number of applications were received, a preliminary written tests was conducted to shortlist the applicants for the interview. In order to bring in more creditability in the selection process, SCERT had been engaged for conduct of written test. There were separate question papers for TGTs and Primary Teachers. On the basis of post and category-wise relative performance in the Written Test, 1:5 ratio was maintained while shortlisting the candidates for the interview. A well defined selection criteria was adopted carrying different weightage for various components such as marks secured in the written test, qualification/experience higher than prescribed in the Recruitment Rules and performance in the interview. Therefore, it is clearly evident that a comprehensive selection process was adopted while recruiting candidates on regular basis. Many of the former contractual teachers of Navyug schools have been selected on the basis of their performance.

39. The Committee were also informed that during the earlier recruitments, as the number of posts were less, and so were the applicants, the initial shortlisting was done on the basis of academic performance of the candidates followed by interviews and need of conducting written examination was not felt.

40. During evidence held on 7th January, 2011, to a query whether NSES ever conducted written examination for regular appointment before the year 2008, and if not to explain the procedure for regular appointment it was *inter-alia* replied by a representative of NDMC that prior to 2008, no written examination was conducted.

41. When asked whether any representative of Scheduled Caste/Scheduled Tribe is invariably included in the selection process, it has been replied that a representative

of SC/ST was always included in the selection process of the candidates. In reply to a query whether any representative of SCs/STs is also included in selection process for recruitment and promotion in categories of posts where the reservation for SCs/STs do not apply but SC/ST candidates do appear for the test/interview, it was replied that a representative of SC/ST is invariably included in the Selection Committee/ Departmental Promotion Committee for making recruitment/promotion whether any vacancy for SC/ST exists or not.

42. In reply to a query whether the NSES has any uniform criteria for assessment of eligibility of a candidate including SC/ST candidates for the guidance of Recruitment Boards/Selection Committees, it was stated that the NSES follows the criteria prescribed by DoP&T for assessment of eligibility of a candidate. The requisite relaxations in the qualifying examination, benchmark for grading of ACR etc. are meticulously followed and interest of the SC/STs are watched carefully while making the selection for various posts.

43. The aggrieved ex-SC teachers referred to the past practice of NSES for recruiting teachers on regular basis before the selection process *vide* newspaper advertisement dated 17th June, 2008 as follows:

- (i) Published an advertisement in leading newspapers
- (ii) Shortlisting of applications for the eligibility for the post
- (iii) Called eligible candidates for the interview
- (iv) Eligible candidates were interviewed by the selection committee which was constituted by the Competent Authority of NSES
- (v) Final selection of the candidates according to the merit on the basis of the overall performance of the interview as well their academic qualifications and relevant experience in the field
- (vi) Issue of appointment letters

AND

all in one by regularizing through the Board of Governors of NSES in their meetings.

44. The aggrieved ex-teachers have alleged that on the same criteria as stated above, an advertisement was published in the newspaper under the caption "Special Recruitment Drive" in the years 2005 and 2007 and all of them were appointed as PGT/TGT/PRT on contract basis following the above set procedure of regular appointment.

45. In response to above, NDMC has stated that the contention of the petitioners is wrong and denied. It was further stated that NSES has always recruited teachers by following prescribed procedure and as per the Recruitment Rules. No contractual teacher has been regularized by the NSES during the last ten years. It was further stated that it is incorrect to say that the petitioners were engaged on contractual basis by following the same selection process as prescribed for regular appointment. The process of selection on contract basis and regular are entirely different. The

contractual appointment of the petitioners was made on the basis of walk-in-interview for limited period only till regular selections were made.

46. When asked whether recruitment and selection process of backlog vacancies of SCs/STs can be held alongwith other vacancies, the reply of the DoP&T was affirmative. The DoP&T has stated that a common examination can be conducted to fill up the backlog reserved vacancies and the current vacancies including the unreserved vacancies. However, Government of India O.M. No. 1/1/70-Estt. (SCT) dated 31st July, 1970 provides that when recruitment for reserved vacancies as well as unreserved vacancies is made simultaneously, interview, if any, of Scheduled Caste/Scheduled Tribe candidates should be held on a day or sitting of the Selection Committee other than the day or sitting on which the general candidates are to be interviewed.

47. To the claim by the ex-teachers that the Society failed to follow the guidelines for filling up of the backlog for Scheduled Castes vacancies, the Society violated the guidelines of the Prime Minister, Committee of Secretaries, the Department of Personnel and Training etc., NDMC replied that if the Society had violated the guidelines and made illegal appointment on contractual basis, all the persons who were taken on contractual basis were illegally or irregularly appointed and such illegally or irregularly appointee cannot claim that Society should commit another irregularity and illegality and appoint them on a regular basis without following regular procedure for regular appointments.

#### **G. Amendment in Recruitment Rules (RRs)**

48. The following questions were also forwarded to NDMC for eliciting reply:—

Is it true that NSES pay one scale higher than NDMC in case of PRT/TGT/PGT and require extra qualification than the NDMC PRT/TGT/PGT. If yes,

- (a) Then how come NSES degraded the RRs of TGT (Computer Science) post from Master's Degree to Bachelor's Degree which is the RRs of NDMC.
- (b) When in all subjects of TGT posts RRs states of requiring 55% for General Category and 50% for SC/ST then how come NSES have set up 60% for General Category and 55% for SC/ST category in TGT (Computer Science) RRs.
- (c) On what grounds NSES specifically change RRs of TGT (Computer Science) in 2004, 2005, 2006 and in 2008.
- (d) When RRs of TGT (Computer Science) was Master Degree in 2006 advertisement then how come NSES have published RRs of TGT (Computer Science) as Bachelor's Degree in 2008 advertisement.
- (e) When NSES have considered the Bachelor's Degree in 2006 drive after publishing Master's Degree in RR's for TGT (Computer Science) then why not the Master's Degree should be treated as applicable RRs for the post of TGT (Computer Science) in 2008 drive.

49. In response to queries at (a) to (e) above, NDMC stated that the Recruitment Rules for various posts have been framed and modified from time to time according to the requirement of the department and with the approval of the competent authority.

50. It was observed from the copies of recruitment advertisements sent along with the reply of MHA that there were vacancies for PGTs filled up on contract basis in the years 2005, 2006 and 2007 but the same was not notified in the year 2008-09 when recruitment on regular basis was held. It has been informed that the BoG accepted the proposal on 24th March, 2008 that there should be 100% promotion in PGT post and if these cannot be filled up on promotion then by direct and not on contract basis. Further NDMC informed that the Recruitment Rules for various posts have been framed and modified from time to time according to the requirement of the department and with the approval of competent authority. In view of above, it was specifically asked whether any amendments have been made in Recruitment Rules of NSES since 2004 to 31st March, 2010. In reply, the Committee were informed that the NSES had made the amendments in the RRs as per the requirement of the department and demand of the staff with the approval of the Competent Authority. The last amendment of the RRs was made on 24th March, 2008. To another specific query as to how many times RRs were amended to which NDMC furnished a copy of the minutes of the Board of Governors meetings held on 24th March, 2008 (**Appendix- XIII**).

51. It was pointed out that the representative of DoP&T during evidence held on 15th December, 2010 had clarified that Recruitment Rules are to be framed/amended in consultation with DoP&T. When enquired whether the nodal Ministry *i.e.* Ministry of Home Affairs and DoP&T were consulted by NDMC before making these amendments in Recruitment Rules of NSES, it was replied that the NSES is a Society registered under the Societies Registration Act, 1860. The initial Recruitment Rules were framed with approval of the Board of Governors and subsequent changes, if any were also with due approval of the Board of Governors. The Recruitment Rules of the NDMC/Govt. of NCT of Delhi and guidelines of DoP&T were duly taken into consideration while framing/modifying the Recruitment Rules.

52. When asked whether NDMC/NSES abolished reservation in direct recruitment of teachers at PGT level by amending Recruitment Rules by the Board of Governors of NSES on 24th March, 2008 to provide 100% departmental promotion with the sole aim of abolishing backlog reserved vacancies of PGT level and stop further entry of SCs/STs at this level thereby depriving the rights of two SC PGTs namely Shri Rahul Kumar Sultana and Shri Hakam Singh, it was replied that the Board of Governors of the NSES, in its wisdom and considering the well being of the employees on their persistent demand and keeping in view the future of the students, decided that 100% recruitment for the post of PGT teachers be made on promotional basis. Earlier, it was 25% by direct recruitment and 75% by departmental promotion failing which by direct recruitment. Still there is a provision of direct recruitment if the eligible candidates are not available in the feeder cadre. The modification of Recruitment Rules for the post of PGT does not entail any change in the reservation policy. As aforesaid, the amendment in Recruitment Rules does not adversely impact the interest of SC/ST candidates. Even before the Recruitment Rules for the post of

PGTs were amended, the required representation of SC in direct recruitment was full. Two SC regular teachers were working against two SC PGT posts, required as per the roster.

53. It was further stated that Shri Rahul Kumar Sultana and Shri Hakam Singh were purely contractual employees, and were engaged only for that academic session. Shri Sultana had even applied for the post of TGT in the regular recruitment drive in 2008. In the year, 2010, the post of PGT (Economics) was advertised due to non availability of eligible departmental candidate. It may please be noted that Shri Hakam Singh has again not applied against the advertised post of PGT (Economics).

54. When further queried as to why the said reserved backlog vacancies were filled up by the general category teachers in promotion quota without deserving the same, it was replied that it is incorrect to say that any reserved post for SC/ST category has been filled up by any general category candidate. The interest of SCs/STs have been watched carefully and departmental promotion posts reserved for SCs were kept vacant if eligible candidates were not available in the feeder cadre.

55. A point was raised by the aggrieved ex- teachers that instructions provided in DoP&T OM No. AB/14017/22/89-Estt (RR) dated 15th May, 1989 mentions that while framing/amending rules, the interest of SCs/STs are not adversely affected should be kept in view while amending Recruitment Rules and not aimed to block the entry of direct recruit and also not to fill up the backlog of reserved vacancies. Amending of PGT Recruitment Rules dated 24th March, 2008 by Board of Governors from 25% by direct recruitment and 75% by department promotion failing which direct to 100% departmental promotions failing which by direct, is alleged to be an example of harassing and depriving the rights of two SC PGTs. The NDMC strictly denied and reiterated that there is still a provision of filling up of posts of PGT by direct recruitment if the eligible candidates are not available in the feeder cadre as per modified and approved Recruitment Rules.

56. Asked when the BoG of NSES *i.e.* the highest authority in its meeting held on 24th March, 2008 decided that no appointment on contract basis for the post of PGT will be done then on what grounds the NSES gave contract to M/s NIIT to teach senior secondary classes through their PGT for which even they don't fulfill the eligibility criteria discontinued the services of Shri Rahul Kumar Sultana and Shri Hakam Singh as PGT (Computer Science) and PGT (Economics) respectively, it was replied by NDMC that the decision of engaging M/s NIIT has been taken by the NDMC as a policy matter with an intention to provide quality Computer Education in all NDMC/NSES Schools.

## **H. Special Recruitment Drive**

### **(i) Clarification by DoP&T**

57. In regard to a query as to why Special Recruitment Drives are conducted, the representative of DoP&T explained during evidence held on 15th December, 2010 as under:—

“In DoP&T we are responsible for the reservation policy as applicable to Central Government employment including the autonomous societies, in

this case NDMC. As you are aware, since 1997, we have post-based rosters for ensuring reservation. If, for whatever reason, posts are not filled as per the roster point and there is a vacancy which is meant for SC or ST and now OBC also, in that recruitment year it is advertised and we are not able to fill it up, then we call these vacancies backlog vacancies, backlog of reservation of SC, ST or OBC. As you also might be aware, there was a particular judgement of hon. Supreme Court where they said that in any one year if you are advertising vacancies, not more than 50 per cent could be reserved. Otherwise it would not be in line with the Constitution. But then an amendment was made in the Constitution itself saying that for backlog reservation, for backlog of quota this 'R' would not apply. So, we made a provision saying that if the backlog has been created over the previous years, then we can have a recruitment drive only for SC, ST and OBC. That means hundred per cent reservation can be given. So the answer to your question is that when we realize that there is a backlog which has been created in various Government Departments because they have not been able to fill up vacancies even after taking steps, then we call it a special recruitment drive for filling up of backlog vacancies. And when that happens, then the restriction of not more than fifty per cent reservation does not apply. That is why we call it a backlog drive. Even currently the backlog drive is in operation. It has been launched earlier many times. In 2004 it was launched."

58. It was also specifically asked whether DoP&T received any complaint or report on Special Recruitment Drives from the Ministries/Departments including the Ministry of Home Affairs and if not how do they monitor that Special Recruitment Drives have been conducted and backlog vacancies of SCs and STs have been filled. The representative of DoP&T replied:—

"As regards the recruitment drive launched in November 2008, we have received reports from the Ministries. In 2005 we have received the report and in fact it was compiled. I am not carrying the report now but we have received the reports. More than 60,000 posts were filled up during that recruitment drive. Otherwise, we have a mechanism of asking them for information. We also have meetings with Departments to monitor the progress of Special Recruitment Drives. I have held two meetings with the Liaison Officers of the Ministries to review the progress of the recent drives."

59. During evidence held on 7th January, 2011, when it was specifically asked whether DoP&T received the information regarding Special Recruitment Drive conducted by the NDMC for filling up of backlog vacancies of SCs/STs in NSES in the years 2005, 2006 and 2007 on contractual basis, the representative of DoP&T stated as under:—

"During the Special Recruitment Drive that was launched in 2004, we were following the implementation of the instructions issued in this regard. But, Sir, we were not going into the details of every post or every vacancy. We

were concerned that the backlog reserved vacancies should be filled up and, therefore, we were taking up meetings with the concerned Officers of the Ministries and the Departments. At that point of time, this question that some vacancies had been filled up on contract basis was never raised before the Department of Personnel and Training.

When we came to know about it, it was told to us that it was not against the Special Recruitment Drive for filling up the backlog reserved vacancies. The case of NDMC was in regard to filling up the vacancies that were reserved for SCs, STs and OBCs but they had not got candidates for those posts. These were not the backlog reserved vacancies in terms of the definition that DoP&T has given for 'backlog reserved vacancies'. This was the shortfall of SC, ST and OBC vacancies which they wanted to complete through this Drive, which they conducted."

60. In a written reply to the same query, DoP&T submitted that the Department of Personnel & Training collected consolidated information from the administrative Ministries/Departments and not organisation-wise. As such information in respect of NDMC/NSES is not available with the DoP&T.

61. When asked about the difference between 'backlog' and 'shortfall', the representative explained:—

"A 'backlog reserved vacancy' is one which was reserved in a previous recruitment year and an effort was made to fill it up but it could not be filled up. The instructions of DoP&T say that such vacancies cannot be filled up by any other candidate, and these vacancies are kept vacant. The vacancies which are thus kept vacant become 'backlog reserved vacancies' for the subsequent recruitment year."

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62. In regard to 'shortfall', the representative explained:—

"..... Reservation at present is being implemented by post-based reservation. That means, if there are 100 posts in a cadre, then 15 per cent reservation is for SCs, and 15 of the posts shall be filled up by SCs. If at any point of time, the number of SC candidates appointed by reservation is less than 15, let us say it is 10, then there is a shortfall of five SC posts. These may not be backlog reserved vacancies but these may be current vacancies."

63. The Committee further sought the clarification between shortfall and backlog with the following illustrations:—

"Now for a given year, out of 100 posts, 15 posts are meant for SCs and only 10 posts are filled up, then the balance 5 posts remain vacant. At that time, it is shortfall for 5 but it is carried over to the next year and it becomes backlog."

64. In response, the representative of DoP&T explained:—

"My submission is that the whole of it may be backlog in the subsequent year and it may not be."

**(ii) Position in Ministry of Home Affairs**

65. DoP&T *vide* their OM No. 3603 8/1/2004-Estt (Res) dated 5th August, 2004 drew a schedule for Special Recruitment Drive during 2004. As per the schedule, further instructions were to be issued by the Ministries/Departments to all appointing authorities under their charge for conduct of the drive. Further, the above OM stated that an officer holding the post of Joint Secretary or equivalent may be nominated as officer-in-charge of the Special Recruitment Drive, who may monitor and coordinate the special recruitment efforts in the Ministry/Department and all its attached and subordinate offices. Name, designation and telephone number of the officer were to be reported to DoP&T. The Committee, therefore, desired to know the name of the Joint Secretary in the Ministry of Home Affairs who was nominated as officer-in-charge to monitor the Special Recruitment Drives in the Ministry and its attached subordinate offices including NDMC for the purpose. The Committee also desired to know whether the schedule drawn by the DoP&T for Special Recruitment Drive in 2004 and subsequent years were meticulously followed by the Ministry of Home Affairs under monitoring of their nominated Joint Secretary for the purpose or not. In their post evidence replies, the Ministry of Home Affairs have furnished the following information :—

- (i) The officer-in-charge in respect of the special recruitment drive of 2004 was Shri Yashwant Raj, the then Joint Secretary (Administration) in the Ministry of Home Affairs. The officer-in-charge in respect of special recruitment drive of 2008 was Shri K.C. Jain, Joint Secretary (Coordination & Public Grievances) in the Ministry of Home Affairs. However, it is clarified that the NDMC is a municipal body, tasked with municipal governance of New Delhi area, which draws its powers from the New Delhi Municipal Council Act, 1994.
- (ii) Special Recruitment Drive of 2004: The Special Recruitment Drive to fill up the backlog vacancies reserved for SCs and STs commenced with the issue of O.M. No. 36038/1/2004-Estt (Res) dated 5.8.2004 by the DoP&T. Thereafter, DoP&T issued further clarification/instructions *vide* O.Ms dated 26.8.2004, 09.11.2004 and 24.1.2005. This Ministry furnished the information to the DoP&T *vide* O.M. dated 3.2.2005 and 25 .4.2005.
- (iii) Special Recruitment Drive of 2008: The Special Recruitment Drive of 2008 commenced with the issue of O.M. No. 36038/1/2008-Estt(Res) dated 19.11.2008 by the DoP&T. The information in this regard was sent by this Ministry to DoP&T on 10.5.2010, 08.09.2010 and 16.11.2010. The final and consolidated information was sent on 4.2.2011.

**I. Regularisation of Services of Ex-teachers**

66. The petitioners had obtained information under RTI Act of the persons who were initially appointed in NSES on contract basis/*Ad-hoc* basis and temporary basis and whose services were regularized through the highest authority of NSES *i.e.* Board of Governors (BoG) in their meetings on the approval of the Chairman, NSES/NDMC. In view of the information obtained under the RTI Act *vide* NSES



letter No. dated 11th August, 2010 by PIO, NSES to the petitioners (**Appendix-XIV**), it was asked to produce copy of the advertisement in which those persons were appointed by NSES. In reply, NDMC stated that there has been no such advertisement on record.

67. It was also alleged by ex-teachers that in the past NSES regularized 21 candidates under teaching and non-teaching cadre and few more through their highest authority *i.e.* Board of Governors meetings. Further it was alleged that NSES regularized those teachers who were initially not appointed following the due procedure and even without any advertisement *i.e.* the backdoor entry. In reply, NDMC has denied the allegations and stated that during the last ten years, NSES has not regularized the services of any contractual teacher.

68. When pointed out that the Board of Governors using their powers had regularized the services of Shri Anil Kumar Singh as PGT (School Counselor) from the date of his initial appointment who came without any advertisement and sought the reasons for not treating the services of Shri Rahul Kumar Sultana, PGT (Computer Science) and Shri Hakam Singh, PGT (Economics) as regular from the date of their appointment as they were appointed by Chairman, NDMC/NSES under Special Recruitment Drives despite the vacancies still pending, in reply, NDMC reiterated that no teaching staff has been regularized by the NSES during the last ten years.

69. When sought the reasons for not treating the services of those SC/ST/OBC teachers on Regular basis who were even appointed as PGT/TGT/PRT through an advertisement under the caption Special Recruitment Drive for SC/ST/OBC in the years 2005 and 2007 following the then due procedure of regular appointment of teachers in NSES whereas earlier persons were initially appointed in NSES without any advertisement, in reply, NDMC stated that there are two different cadres *i.e.* teaching and non-teaching and as earlier informed, no teaching staff has been regularized by the NSES during the last ten years.

70. When it was pointed out that aggrieved ex-teachers are not requesting to regularize their services through contract but that their services as ex-teachers should be deemed to have been regular as per DoP&T OM dated 3rd October, 2006, it was replied by NDMC that the referred DoP&T order dated 3rd October, 2006 relates to the regular appointment and not to the contractual appointment. Since the petitioners were appointed purely on contract basis conferring on them no right for claiming the regular appointment, their services cannot be deemed to be regular.

71. In their representations addressed to Minister of Home Affairs and a copy endorsed to the Committee, 10 SC ex-teachers of Navyug School had submitted a copy of the letter dated 26th November, 2010 written by Joint Secretary, NCSC. The said letter reportedly issued on the direction of the Chairman, NCSC directing the Chairman, NDMC to give the jobs to the petitioners stating that the grievances of the petitioners are genuine one. It was also stated that NDMC should have given first opportunity to the teachers already working and having good academic teaching records. Further that the NDMC cannot arbitrarily change rules and deprive the most eligible and competent people from joining permanent job (**Appendix-XV**). In the representation, it was stated that the Minister of Social Justice and Empowerment had

also written to Minister of Home Affairs stating that the grievances of petitioners are genuine one (**Appendix-IX**). The petitioners also alleged that the attitude of Chairman, NDMC was biased towards them in giving continuous contract to various General Category persons in NSES as PGT/TGT/PRT but the petitioners were jobless since April, 2009 despite having genuine case of their appointment. However, the reply of the NDMC has remained same that similar allegations were also raised against the Society by the petitioner in the past. The NCSC, a Constitutional Body set up under Article 339 of the Constitution enquired in the matter. A detailed report was submitted to the NCSC appraising all the facts. After due examination and deliberation, considering the report submitted by the NSES, the Commission gave its decision. The decision given by the Commission *vide* their letter no. F. No. H-3(Delhi)-22/208 SSW-I dated 24.5.20 10 is enclosed as **Appendix-XII**.

72. The Home Secretary during evidence before the Committee held on 15th December, 2010 stated:—

“A similar representation was made by the members also to the Central Vigilance Commission. Here again the Central Vigilance Commission, after examining all the relevant documents. The Commission was in agreement with the NDMC and advised closure of the complaint.”

73. When the Committee enquired whether in Navyug School there is discretionary power to make appointment of teachers under special circumstances and if yes, what is the difficulty now to regularize the teachers, in reply, the Home Secretary responded thus:—

“I would just like to make one point. I think the real problem has come about by virtue of the Supreme Court’s judgement. The Supreme Court’s judgement came in 2006. It said you cannot regularize contractual appointments against regular posts unless for very special circumstances. That is the law of the land. I think they said if you have minimum 10 years service, then as a one time exception with some conditions, they give that. So, the Supreme Court has laid down the law. Otherwise, there would have been no problem for them to regularize.”

74. It was pointed out that as per the records, the teachers have put in a minimum of two years service. In some cases, it goes up to seven years. The Committee, therefore, enquired as to why they had not been regularized and why it took such a long time for the Society to conduct a recruitment drive on a regular basis.

75. In reply, the representative of NDMC stated :—

“The Department had tried to give opportunity to even the contract teachers specifically when we advertised the post. We had to advertise them because the Supreme Court has banned regularization of any kind whether Group C or Group D in 2006-07. After that the hands of the Department are tied. When we went in for regular appointment, we specifically issued a circular to the contract teachers saying that ...”

76. The Home Secretary further stated:—

“We must understand that they were appointed on contract basis, they were not given a permanent appointment. They knew very well that they were appointed on a contract basis and it was liable to be terminated. That was the condition on which they were appointed. We have shortage of teachers elsewhere in the country. If they want, there are so many vacancies elsewhere and they can go. We cannot take them in this particular institute. If the requirement is there, definitely we would take more teachers. But if the requirement is not there, we cannot take more teachers. They should apply to those places where the vacancies are there.”

77. The Committee commented that the NDMC went for contract recruitment of teachers first and when the question came to regularise them, they were disqualified. To this the Home Secretary replied:—

“The logic is that in contract appointment, we take the minimum qualification. When you take through competitive examination for a regular appointment, it is a written examination followed by an interview. We always have this difference. It is not the first time that contract people have moved for regularization. It is not the first time that all contract people have got regularized. I can give you any number of examples from many Ministries and PSUs and so on that if 100 people have been taken on contract appointment, when regularization takes place, it is only less than 100 who have got regularized. It is not that every contract person has got regularized. It does not happen because contract appointment is contract appointment. They are not meritorious; they meet the minimum eligibility standards. But in Government appointment is not done on minimum eligibility. It is based on a competitive qualifying examination and interview...”

#### **J. Appointment of General Category Teachers**

78. It has been reported that following teachers were recruited in NSES in recent years: —

- |     |                        |                            |
|-----|------------------------|----------------------------|
| 1.  | Mr. Ajeet Singh Panwar | as PGT (Physics)           |
| 2.  | Ms. Poonam Mathur      | as PGT (Economics)         |
| 3.  | Ms. Shruti Sharma      | as PGT and TGT (Both)      |
| 4.  | Ms. Beena Bahuguna     | as PRT                     |
| 5.  | Ms. Puja Gupta         | as TGT (Maths)             |
| 6.  | Ms. Meera Dawar        | initially in NSES          |
| 7.  | Ms. Anuradha Sharma    | as TGT (Music)             |
| 8.  | Ms. Rashmi Vashisht    | as PRT                     |
| 9.  | Ms. Papiya Banerjee    | as TGT                     |
| 10. | Sh. Hafeezuddin        | as PGT (Political Science) |
| 11. | Sh. Rakesh Kumar Tyagi | as PGT (Physics)           |
| 12. | Sh. Anil Kumar Singh   | as PGT (Psychology)        |

13. Smt. Rajbala initially in NSES  
 14. Smt. Neera Mehta initially in NSES  
 15. Smt. Sunita Dewan as PGT in NSES  
 16. Smt. Suman Rai as PGT(Bio)  
 17. Smt. Hemlata Jaganathan as PGT  
 18. Sh. Dinesh Kumar as PGT (Accounts)

79. When asked under which recruitment drive the above mentioned general category teachers were selected and whether advertisement for their recruitment was publicized by NSES, the NDMC replied that the teachers listed from S.No. 1 to 9 are among the former contractual teachers who applied against the advertised posts in 2008. They were subjected to the prescribed selection process comprising of written test, allocated weightage for educational qualification & experience more than prescribed in RRs and interview. These former contractual teachers of Navyug Schools have been selected on regular basis on their own merit during regular recruitment drive, 2008-09. The candidate at S.No. 10 was appointed in the year 2004 by direct recruitment against the post advertised on regular basis. The candidates from S.No. 11 to 18 (except the candidate at S.No. 12) were appointed through direct recruitment in different years by following proper procedure. The candidate at S.No. 12 was initially appointed on *ad hoc*/contract basis and his services were subsequently regularized by the Board of Governors as school counselor in the year 1999.

80. When queried whether Recruitment Rules laid down by NSES for their respective posts in Navyug Schools have been fulfilled by all the above named persons and if not, how the jobs of all the above mentioned teachers got regularized, the Committee were informed that all the teachers fulfilled the laid down RRs for the posts against which they were selected. The NSES did not regularize the services of any teacher referred in the para except that of Sh. Anil Kumar Singh, whose services were regularized by the Board of Governors as School Counselor in the year 1999.

#### **K. Backlog Vacancies as in 2004 Onwards**

81. The NDMC were asked to furnish the figures of backlog of all vacancies reserved for Scheduled Castes/Scheduled Tribes as in 2004 onwards till date category-wise separately. They furnished the details of the unfilled vacancies of SC/ST, category-wise from the year 2004 as given below:—

#### **Detail of unfilled vacancies for SC/STs from 2004 onward Post Graduate Teachers**

Year	Department	Direct
2004	SC-08, ST-03	SC-00, ST-01
2005	SC-08, ST-03	SC-00, ST-01
2006	SC-08, ST-03	SC-00, ST-01
2007	SC-08, ST-03	SC-00, ST-01
2008	SC-08, ST-05	SC-00, ST-01
2009	SC-06, ST-05	No Direct Quota

**Trained Graduate Teachers**

Year	Department	Direct
2004	SC-13, ST-06	SC-00, ST-02
2005	SC-11, ST-06	SC-01, ST-02
2006	SC-11, ST-06	SC-01, ST-02
2007	SC-11, ST-06	SC-01, S T - 0 2
2008	SC-13, ST-07	S C - 0 2 S T - 0 2
2009	SC-09, ST-06	SC-00, ST-00

**Primary Teachers (Academic)**

Year	Direct
2004	SC-02, ST-04
2005	SC-05, ST-04
2006	SC-06, ST-04
2007	SC-07, ST-05
2008	SC-07, ST-05
2009	SC-02, ST-02

**Primary Teachers (Activity)**

Year	Direct
2004	SC-04, ST-00
2005	SC-02, ST-01
2006	SC-02, ST-01
2007	SC-03, ST-01
2008	SC-03, ST-01
2009	SC-00, ST-00

82. When asked about the progress report on filling up of all the backlog sanctioned vacancies of SC/ST/OBC in PGT/TGT/PRT cadre in compliance with the Government of India instructions, circulars, notifications/DoP&T OMs on special recruitment drive from the years 2004-20 10 in NSES, the information was not at all furnished

**L. Filling up of Notified Vacancies**

83. When asked whether all the notified vacancies were filled up during all the Special Drives on contractual basis in the year 2005 to 2007 and written examinations on regular basis in 2008-09, to which it was replied NSES advertised for teaching posts of different categories in the years 2005-07 on contractual basis. Out of the notified vacancies which included vacancies of direct recruitment and departmental

promotion quota, some vacancies were filled up by DPC and others by contractual appointments. Some vacancies could not be filled up due to non availability of suitable candidates. In the year, 2008 unfilled vacancies of preceding years and vacancies of the current year were notified and filled.

84. When asked to explain as to why break-up of notified vacancies for various posts of teachers for SC/ST/OBC was not mentioned in the advertisement for the 2005 Special Drive, the reply of NDMC was that as all the vacancies were notified for the SC/ST/OBC, therefore, it was not categorically mentioned and the posts were filled as per the availability of the suitable candidates in different categories.

85. Similarly when it was pointed out that the posts notified for recruitment of TGT and PRT during 2008-09 on regular basis were also less than the vacancies notified during Special Drives conducted in the years 2005 to 2007 for filling up these vacancies on contract basis as per the details of all the four advertisements issued in the years 2005 to 2008 and asked to explain the reasons therefor:—

Notified Vacancies		PGT	TGT	PRT (Academic)	PRT (Activity)
2005*	SC	10*	43*	20*	—
	ST	—	—	—	—
	OBC	—	—	—	—
2006	SC	1	3	1	2
	ST	—	2	—	1
	OBC	1	5	1	2
2007	SC	5	8	2	—
	ST	3	9	5	—
	OBC	—	—	5	—
Total Notified vacancies on Contractual Basis	SC	16	54	23	2
	ST	3	11	5	1
	OBC	1	5	6	2
2008	SC	—	11	2	—
Total Notified vacancies on Regular Basis	ST	—	9	5	1
	OBC	—	—	7	6

\*Though the Special Drive was for all SC, ST and OBC, no break up was given in 2005 advertisement.

86. In reply, NDMC has stated that as earlier informed that the contractual appointments were made against the vacancies meant for promotional as well as direct recruitment quota. During the years 2005-07, the NSES had made promotions to various cadres and all the eligible candidates were promoted. As such, the number of posts advertised in the year 2008 was less than the vacancies indicated in the earlier years. The actual selection by way of direct recruitment in the year 2008 was, however, on the higher side as it was done for the remaining vacancies and resultant vacancies, which occurred subsequently.

87. In reply to a query whether the said reserved backlog vacancies were filled up by the general category teachers in promotion quota without de-reserving the same, it was stated that it is incorrect to say that any reserved post for SC/ST category has been filled up by any General category candidate. The interests of SCs/STs have been watched carefully and departmental promotion posts reserved for SCs were kept vacant if eligible candidates were not available in the feeder cadre.

88. It was observed from the copies of recruitment advertisements sent alongwith the reply of MHA that there were vacancies for PGTs filled up on contract basis in the year 2005, 2006 and 2007 but the same was not notified in the year 2008-09 when recruitment on regular basis was held. It was informed that the Board of Governors accepted the proposal on 24.03.2008 that there should be 100% promotion in PGT post and if these cannot be filled up on promotion then by direct and not on contract basis. Further NDMC have informed that the Recruitment Rules for various posts have been framed and modified from time to time according to the requirement of the department and with the approval of competent authority. To this, the NDMC have explained that at the time of filling up of posts on regular basis in the year 2008, the RRs for the post of PGTs provided 100% departmental promotion therefore, the posts of PGTs were not advertised.

#### **M. Regular Recruitment, 2008**

89. In their brief, the ex-teachers have alleged that in the year 2008, NSES had published various posts of teachers on regular basis through its advertisement dated 17th June, 2008 excluding the posts of PGT (Economics and Computer Science) and TGT (Hindi and Social Studies). Hence, Shri Hakam Singh did not participate in any of the TGT or PRT posts under this recruitment drive because of the reason that no vacancy was published for his subject. Shri Rahul Kumar Sultana participated for the post of TGT (Computer Science) and Smt. Hemlata participated for the post of PRT (Humanities) only because their vacancies *i.e.* PGT (Computer Science) and TGT (Hindi) deliberately were also not published despite having the backlog sanctioned vacancies for PGT (Computer Science) and TGT (Hindi).

90. In reply, NDMC stated that at the time of filling up of posts on regular basis in the year 2008, all the teachers working on contractual basis were given opportunity to apply for the posts advertised. All the contractual teachers had applied except Shri Hakam Singh. Shri Hakam Singh was not working as PGT when the posts were advertised. Since the RRs for the post of PGT provide 100% departmental promotion as the mode of recruitment, the post of PGT (Economics) was not advertised in 2008. However, he could have applied against the advertised post of PGT (Humanities). However, in the year, 2010, the post of PGT (Economics) was advertised due to non-availability of eligible departmental candidate. Shri Hakam Singh did again not apply against the advertised post of PGT (Economics) for which, he had been alleging that the post was not advertised only in order to eliminate him. In the cadre of TGTs, RRs provide for 75% departmental promotion and 25% by direct recruitment. The post of TGT (Hindi) was not published as the candidates in the feeder cadre were eligible for promotion. It may please be noted that contractual appointments were made against both *i.e.* departmental quota as well as direct quota.

91. It was alleged that except Shri Hakam Singh all of the 10 SC ex-teachers had applied in this recruitment process through proper channel and successfully qualified the written examination which the NSES conducted for the first time since its inception for the applied posts of TGT and PRT. Thereafter, they were interviewed by the Selection Committee on the same day on which the General category candidates were also interviewed. When the final results were declared in three parts, all of them were disqualified on the untenable remarks whereas against the total 55 vacancies as advertised, 131 candidates were selected which include backlog vacancies which were illegally clubbed and violated the Article 16(4B) of the Constitution of India.

92. In reply, NDMC has stated that NSES advertised for the post of TGTs and Primary Teachers (Academic & Activity) in June, 2008. In response to the advertisement, large number of applications was received. These applications were scrutinized with respect to fulfilling of laid down eligibility criteria. A written test was conducted to short list the applicants for the interview. Only those candidates who qualified the written test were called for interview. Different percentile was allotted to written test, interview performance, educational qualification and experience more than the prescribed in RRs. It is clearly evident that a comprehensive selection process was a DoP&T while recruiting candidates on regular basis. Director (Liaison), NDMC was an integral part of the constituted Selection Board as a representative of SC/ST.

93. Further, NDMC mentioned that all backlog vacancies reserved for SC/ST were treated as a 'distinct group' and were not subjected to a ceiling of 50% in the total number of vacancies. These backlog reserved vacancies were treated as a separate class of vacancies being filled up in the succeeding year, therefore, there has been no violation of the Article 16(4B) of the Constitution of India.

#### **N. Infirmities Alleged in the Recruitment Drive, 2008**

94. The petitioners pointed out the following infirmities in the selection process to appoint teachers under Regular Recruitment Drive in 2008 in NSES :—

(i) Against 55 odd vacancies published *vide* advertisement dated 17th June, 2008 (Appendix), 131 candidates were selected:—

(a) Status of TGT (All Post) Vacancies Published *Vs.* Selected Candidates:—

Sl. Name of the No. Post along with subject	Total Vacancy Published	General	SC	ST	OBC	PH
1. TGT	24	4	11	9	0	0
Selected Candidates	43	17	9	4	6	0
Illegally selection	+19	+13	- 2	- 5	+ 6	0



- NOTE: 1. These +19 vacancies are those vacancies which are backlog vacancies and held by contract teachers since long time which were illegally clubbed by NSES with an open competition of 2008 which is infringement in Article 16(4B) of Constitution of India.
2. That these vacancies were actually coming under the regularization policy of NSES dated 20.08.2007 and to be filled by SC ex-teachers and other general category who were working on contract basis in the Board of Governors meeting which was deliberately declined by the Chairman, NDMC/NSES to make fast bucks out from the system.
3. Also, several vacancies were filled by outsider and relative candidates by taking bribe or by misuse of power of NSES/NDMC officers.
4. OBC vacancies under TGT Cadre are not published by NSES but illegally filled by taking bribe and violating Article 16(4B) of Constitution of India.

(b) Status of PRT (Humanities and Science) Vacancies Published *Vs* Selected Candidates:—

Sl. No. Name of the Post along with subject	Total Vacancy Published	General	SC	ST	OBC	PH
1. PRT(HUM) + PRT(SCIENCE)	9 + 9 = 18	4	2	5	7	0
Selected Candidates	37 + 28 = 65	23 + 15 = 38	7 + 3 = 10	2 + 3 = 5	5 + 7 = 12	0
Illegally selection	+ 47	+ 34	+ 8	0	+ 5	0

- NOTE: 1. These +47 PRT (Humanities and Science) vacancies are those vacancies which are backlog vacancies and held by contract teachers since long time which were illegally clubbed by NSES with an open competition of 2008 which is infringement in Article 16(4B) of Constitution of India.
2. These vacancies were actually filled by the regularization policy of NSES dated 20.08.2007 and to be filled by us and other general category who are working on contract basis in the Board of Governors meeting which was deliberately declined by the Chairman, NDMC/NSES to make fast bucks out from the system.
3. Also, several vacancies were filled by outsider and relative candidates by taking bribe or by misuse of power of NSES/NDMC officers.

**(c) Status of PRT (Activity) Vacancies Published Vs Selected Candidates**

Sl. No. Post along with subject	Name of the Vacancy Published	Total	General	SC	ST	OBC	PH
1.	PRT(Activity)	13	6	0	1	6	0
	Selected Candidates	21	12	4	1	4	0
	Illegally selection	+ 8	+ 6	+4	0	- 2	0

NOTE:1. These +8 PRT (Activity) vacancies are those vacancies which are backlog vacancies and held by contract teachers since long time which were illegally clubbed by NSES with an open competition of 2008 which is infringement in Article 16(4B) of Constitution of India.

2. These vacancies were actually filled by the regularization policy of NSES dated 20.08.2007 and to filled by us and other general category who are working on contract basis in the Board of Governors meeting which was deliberately declined by the Chairman, NDMC/NSES to make fast buck from the system.

3. Also, several vacancies were filled by outsider and relative candidates by taking bribe or by misuse of power of NSES/NDMC officers.

95. In reply, NSES has provided the following information in regard to vacancies published and filled in various categories:—

**(a) TGTs**

S.No.	Subject	Vacancy	General	SC	ST	OBC	Total
1.	English	6	4	2	0	0	6
2.	Computer Science	5	2	2	1	0	5
3.	Science 'A' & 'B'	6	4	1	1	0	6
4.	Mathematics	1	1	0	0	0	1
5.	Physical Education	2	0	1	0	1	2
6.	Music	3	2	1	0	0	3
7.	Drawing	3	0	0	0	3	3
8.	Work Experience	7	1	2	3	1	7
	Total	33	14	9	5	5	33

**(b) Primary Teachers (Academic)**

S.No.	Subject	Vacancy	General	SC	ST	OBC	Total
1.	Humanities	36	21	7	2	6	36
2.	Science	23	12	1	3	7	23
	Total	59	33	8	5	13	59

**(c) PRIMARY TEACHERS (ACTIVITY)**

S.No. Subject	Vacancy General		SC	ST	OBC	Total
1. Physical Education	7	2	2	1	2	7
2. Art	7	2	2	0	3	7
3. Music	8	7	0	0	1	8
Total	22	11	4	1	6	22

96. It was alleged that NSES illegally clubbed sanctioned backlog vacancies in the above mentioned drive which is a violation of Article 16(4B) (*i.e.* 81 st Amendment) of the Constitution of India which clearly states that backlog vacancies cannot be clubbed with current/open competition and should be filled under the caption "Special Recruitment Drive". In reply it was stated that NSES has ensured filling up not only most of the backlog reserved vacancies but also all other pending vacancies in NSES in the year 2008-09. Attention is also invited to the fact that all backlog vacancies reserved for SC/ST were treated as a 'distinct group' and were not subjected to a ceiling of 50% in the total number of vacancies. These backlog reserved vacancies were treated as a separate class of vacancies being filled up in the succeeding year.

97. It was alleged that no vacancies were published for OBC category under TGT Cadre but NSES illegally appointed 6 candidates under the OBC category which is a violation of Article 16. In reply it has been stated that, there is a provision for reservation for OBC category in direct recruitment.

98. The ex-teachers have also alleged that the interview of SC/ST/OBC were conducted on the same day and same time with the general category candidates which violates the recommendations of the Government in this regard. In reply it has been stated that Director (Liaison), NDMC was an integral part of the constituted Selection Board as a representative of SC/ST.

99. It was also alleged that minimum cut off marks in written tests were decided after issuing the offer of appointment letters to the selected candidates. In reply it has been stated that a selection criteria was pre-decided.

100. It was alleged that 1:5 ratio for calling candidates for interview against the posts were not maintained and that several candidates who qualified the written examinations were not called for interview violating their decided ratio of 1:5. In reply, it has been stated NSES have stated that the ratio of 1:5 could not be strictly maintained only in subjects where adequate number of candidates were not available. Candidates were called for interview in the ratio of 1:5 on the basis of relative performance except in the subjects where 1:5 ratio could not be strictly maintained due to non-availability of candidates.

101. Further to an allegation that post based result and not subject-wise result was declared to give benefit to their favourite candidates. In reply, it was stated that post/subject-wise result was declared.

102. It was also alleged that a candidate named Ms. Vanita Tyagi who applied in the general category in PRT (Humanities) was selected against the SC category and given offer letter also. In reply it was stated that the appointment of Ms. Vanita Tyagi was cancelled.

103. In their post evidence reply, NDMC admitted their fault and clarified that they cancelled the appointment of Ms. Vanita Tyagi who applied in the general category in PRT (Humanities). However, it had been replied that she was selected against the SC category and also given offer letter. The Committee wanted to know the details of the case as to when and why the appointment of Ms. Vanita Tyagi was cancelled. In reply it was stated that Ms. Vanita Tyagi was offered the post of PRT in June, 2009. Her appointment was subject to verification of her educational qualifications, date of birth, category etc. She accepted the offer but did not turn up for completion of the required formalities including the verification of educational qualifications, category, experience etc. Therefore, the appointment of Ms. Vanita Tyagi was withdrawn and cancelled in August, 2009.

104. It was also alleged that deliberately highest marks were given to their favourite candidates in interview by taking bribe. Whereas in case of SC ex-teachers, deliberately either less marks or no marks were given for their experience. It was further alleged that the marks of higher qualification were allotted in arbitrary manner by NSES/NDMC. In this connection, a statement showing the marks allotted to candidates were furnished by the NSES in reply to an RTI application (Appendix XVI). However, NSES has strongly denied the allegation. It was stated that the marks for higher qualification/experience were allotted as per fixed criteria and were applied uniformly.

105. At the sitting held on 7th January, 2011, The Chairman, NDMC informed that extra marks for higher education and additional five marks for experience were given to the candidates who appeared for 2008 recruitment drive conducted on regular basis. The Committee asked NDMC to explain as to how many teachers were selected in the 2008 recruitment drive and how many teachers working in Navyug Schools on contract basis at that time appeared in the examination and out of them how many got selected with break-up of each category in their post evidence reply. NDMC explained that in 2008, a well defined selection criteria was adopted, carrying different weightage for various components such as marks secured in the written test, qualification/experience higher than prescribed in the Recruitment Rules and performance in the interview in total 114 candidates were selected for the posts of TGT, Primary Teacher (Academics) and Primary Teacher (Activity) in the year 2008. 59 (SC-19, ST-04, OBC-18 and UR-18) teachers were working on contractual basis at the time of filling up of posts on regular basis in the year 2008. 58 (SC-18, ST-04, OBC-18 and UR-18) candidates applied against the advertisement and Circular issued by the NSES, 36 (SC-09, ST-04, OBC-14 and UR-09) contractual teachers are selected on regular basis.

106. The Committee asked the NDMC to furnish the information regarding extra marks for higher education and experience given to each candidate selected in the 2008 recruitment drive and also to all contract teachers who also appeared in the 2008

recruitment drive but could not get selected. A proforma was provided to NDMC for obtaining specific information on category-wise name of teacher selected/not selected, work experience, extra marks given for experience and higher education, etc. However, instead of providing the information in given proforma, the NDMC have furnished the same as per statement below:—

**Selected Former Contractual Teachers**

S.No.	Name	Category	Marks for higher qualification than the RRs (Max. 05)	Marks for experience more than prescribed in the RRs (Max. 05)
1.	Ms. Yogwati	UR	00	00
2.	Ms. Papiya Banerjee	UR	00	05
3.	Ms. Kusum Singh	SC	05	00
4.	Ms. Santosh Kumari	SC	00	03
5.	Sh. Digamber Singh	ST	00	05
6.	Ms. Shruti Sharma	UR	00	05
7.	Ms. Anuradha Sharma	UR	00	05
8.	Ms. Astha Rani	SC	05	01
9.	Sh. Anjani Prasad	OBC	00	05
10.	Ms. Kavita	OBC	00	02
11.	Ms. Mehrunisha	OBC	05	03
12.	Sh. Sahib Mian	OBC	05	04
13.	Ms. Meenu Yadav	OBC	05	05
14.	Ms. Rakhsana Begum	OBC	05	03
15.	Sh. Avdesh Kr. Meena	ST	00	02
16.	Dr. Madhu Singh	SC	05	01
17.	Ms. Sabita Kumari	OBC	00	03
18.	Sh. Ajit Singh Panwar	UR	05	04
19.	Ms. Anita Rani	OBC	05	03
20.	Sh. M.S. Khan	OBC	05	02
21.	Ms. Rama Singh	OBC	05	04
22.	Ms. Rashmi Vashistha	UR	00	05
23.	Ms. Anuradha	OBC	00	04
24.	Ms. Rashmi J. Thapa	OBC	00	02
25.	Ms. Samta Verma	SC	00	01
26.	Ms. Sophie Te Te	ST	05	01
27.	Ms. Parveen	SC	00	03
28.	Ms. Saroj Bala	ST	00	00
29.	Ms. Rashmi Gupta	OBC	05	04
30.	Ms. Poonam Mathur	UR	00	05
31.	Ms. Sangita	SC	00	04
32.	Ms. Beena Bahuguna	UR	05	05
33.	Sh. Subhash	SC	00	00
34.	Ms. Sunita Rani Gautam	SC	00	00
35.	Ms. Meera Dabar	UR	00	05
36.	Ms. Kum Kum Jha	UR	00	01

**Not Selected Former Contractual Teachers**

S.No.	Name	Post Applied	Category	Marks for higher qualification than the RRs (Max. 05)	Marks for experience more than prescribed in the RRs (Max. 05)
1.	Ms. Manju Pareva	TGT (English)	SC	00	00
2.	Sh. Anil Kumar	TGT (PET)	SC	00	00
3.	Sh. Rahul Kumar Sultana	TGT (Computer)	SC	05	00
4.	Sh. Sunil Kumar	TGT (Computer)	SC	00	00
5.	Ms. Geeta Chaudhary	TGT (Science)	SC	05	00
6.	Sh. Sajid Iqbal	TGT (Maths)	OBC		
7.	Ms. Rachna Khatri	TGT (Computer)	UR		
8.	Ms. Pratibha	TGT (Work Experience)	SC	00	00
9.	Ms. Hemlata	Primary (Humanities)	SC	05	02
10.	Ms. Meenu Juneja	Primary (Humanities)	UR	00	05
11.	Mohd. Shoaib	Primary (Science)	OBC	05	03
12.	Sh. Assif Ali Khan	Primary (Science)	UR	00	05
13.	Ms. Arti Saroha	Primary (Science)	OBC	00	00
14.	Ms. Saroj	Primary (Science)	SC	00	00
15.	Ms. Shaily Sapra	Primary (Humanities)	UR	00	05
16.	Ms. Seema Chaturvedi	Primary (Humanities)	UR	05	04
17.	Ms. Rekha Bagai	Primary (Humanities)	UR	05	05
18.	Ms. Meenu Uppal	Primary (Art)	UR	00	05
19.	Ms. Saroj Bhan	Primary (Art)	UR	00	01
20.	Ms. Preeti Sharma	Primary (Music)	UR	00	05
21.	Ms. Dharambati	Primary (Music)	OBC	00	00
22.	Ms. Kunta Anand	Primary (PET)	SC	05	00

107. Further, it was alleged that many candidates are selected against the Recruitment Rules namely Ms. Poonam Mathur wife of Shri Vikas Mathur, Administrative Officer, NSES, Digamber Singh, Swati Mishra, Anjni Prasad and Saroj Bala. In this connection, it was replied that the candidates fulfilling the Recruitment Rules and prescribed criteria were selected.

108. In reply to a point raised by the petitioner that in the year 2005, 5 vacancies of TGT (Computer Science) were published for SC/ST/OBC under the caption of Special Recruitment Drive but in 2008, 4 candidates from the general category were selected against the reserved vacancies, which is a clear cut de-reservation which is banned by Government of India. In reply, it has been stated that NSES maintains reservation on the entire cadre and not subject-wise.

109. It was also alleged that NSES have selected their favourite overage candidates in this recruitment process whereas no information in this regard was given in the advertisement and these overage selected candidates are backdoor entry in NSES in the past. Several other candidates who were working on contract basis and selected as teachers in this process are also backdoor entry candidates in NSES. In this connection, it has been stated that with the approval of the Competent Authority, age relaxation for the period of their working in NSES was uniformly given to all contractual teachers.

110. A point was raised that the Candidates selected in PRTs were placed as per their own merit but in case of TGTs category, SC candidates who qualified on their own merit were shown against the vacancies reserved for SC. In reply, it is stated that the question is not clear.

111. In response to an allegation that recent advertisement of PGT posts is another violation of DoP&T's OM on Post wise Recruitment of SCs/STs and discrimination against SC candidates in recruitment to PGT Posts in Navyug Schools. In reply, it was stated that the post of PGT advertised by the NSES is in accordance with the roster and were specifically for the SC/ST on regular basis. It was further stated that there has been no violation of DoP&T's OM and discrimination against any reserved category candidates.

#### **O. Status of Sanctioned Strength of Teachers**

112. Comprehensive status on total sanctioned strength as on 31<sup>st</sup> December, 2009 of PGT/TGT/PRT in NSES under each of the General, SC, ST and OBC categories under the Direct as well as the Departmental quotas is given as under:—

<b>Category-wise Sanctioned Strength of Teachers as on 31.12.2009</b>						
Sl.No.	Post	TOTAL	SC	ST	OBC	UR
1.	Post Graduate Teacher	Departmental:72	10	05	00	57
		Direct: 00	00	00	00	00
2.	Trained Graduate Teacher	Departmental: 101	15	07	00	79
		Direct: 34	05	02	08	19
3.	Primary Teacher (Academics)	Departmental: 00	00	00	00	00
		Direct: 83	13	06	21	43
4.	Primary Teacher (Activity)	Departmental: 00	00	00	00	00
		Direct: 25	04	01	06	14

113. Comprehensive status on total roster points as on 31st December, 2009 of PGT/TGT/PRT vacancies in NSES under each of the General, SC, ST and OBC

categories under the Direct as well as the Departmental quotas is also given as under:—

<b>Vacancies as per Roster as on 31.12.2009 in different Category of Teachers</b>						
Sl.No.	Post	Vacancies as per Roster	SC	ST	OBC	UR
1.	Post Graduate Teacher	Direct: 00	00	00	00	00
		Departmental: 11	06	05	00	00
2.	Trained Graduate Teacher	Direct: 01	00	00	01	00
		Departmental: 34	09	06	00	19
3.	Primary (Academics)	Direct: 09	02	02	05	00
		Departmental: 00	00	00	00	00
4.	Primary (Activity)	Direct: 02	00	00	02	00
		Departmental: 00	00	00	00	00

114. When asked how many vacancies are there now, the reply was that there was no vacancy. NDMC maintained the reservation point and had filled up all the vacancies, which were reserved for SC/ST/OBC as well as for the General candidates.

115. The NDMC did not furnish the reply in regard to progress report on filling up of all the backlog sanctioned vacancies of SC/ST/OBC in PGT/TGT/PRT cadre in compliance with the Government of India instructions, circulars, notifications/DoP&T O.Ms on Special Recruitment Drive from the years 2004 to 2010 in NSES.

116. Year-wise comprehensive report on vacancies filled as PGT/TGT/PRT by NSES under each of the General, SC, ST and OBC categories with their subjects from the years 31st December, 2000 to 31st December, 2008 under the Direct as well as the Departmental quotas is given as under:—

Detail of the vacancies of teachers filled by the NSES during the Year 2000 to 2008 under direct recruitment quota as well as departments promotion quota:—

**Post Graduate Teacher**

Sl.No.	Department/Direct Quota	No. of posts filled up
1.	Direct Recruitment	SC – 02
		ST – Nil
		OBC – 02
		UR – Nil
2.	Departmental Promotion	SC – Nil
		ST – Nil
		UR – 20



**Trained Graduate Teacher**

Sl.No.	Department/Direct Quota	No. of posts filled up
1.	Direct Recruitment	SC – 04 ST – Nil OBC – 02 UR – 04
2.	Departmental Promotion	SC – 02 ST – Nil UR – 37

**Primary Teacher (Academics)**

Sl.No.	Department/Direct Quota	No. of posts filled up
1	Direct Recruitment	SC – 08 ST – 01 OBC – 08 UR – 12

There is no departmental quota in this category.

**Primary Teacher (Activity)**

Sl.No.	Department/Direct Quota	No. of posts filled up
1	Direct Recruitment	SC – 01 ST – Nil OBC – Nil UR – Nil

117. It was alleged in the representation dated 2nd December, 2010 that NSES/ NDMC recruited extra SC TGT candidates in one redundant category than the required reserved posts so as to complete reserved quota of TGT Posts. For example, of the total 7 sanctioned posts of TGT Work Experience, 5 SC/ST were selected 4 extra SC/ST against one required SC reserved quota, while in mainstream, SC TGT were appointed less than the required quota, which shows great discrimination against Dalit in recruitment of TGT teachers as well as violation of DoP&T OM No. 3603 8/1/ 2004-Estt.(Res.) dated the 5th August 2004 on post-wise reservation, which clearly mentions that backlog vacancies may be identified post-wise and filled accordingly under special drive. In response, NDMC denied the allegation and cited reasons that the NSES is determining the reservation quota on the basis of the cadre strength since there is a small number of posts in different subjects.

118. When asked whether the NSES follow all the reservation orders issued by the DoP&T from time to time, the NDMC stated that the NSES scrupulously follows all the reservation orders issued by the DoP&T from time to time.

**P. Rosters**

119. The NDMC stated that the NSES is maintaining the post based rosters for direct recruitment and promotion for each category of posts as per prevalent orders on the subject. The rosters are checked and verified by the Liaison Department, NDMC.

120. When asked about the discrepancies, if any, noted in the rosters during the inspections since 2005 till date, it was replied that discrepancy, if any, as observed by the Liaison Department, NDMC is attended to and rectified.

**Q. Liaison Officer/Reservation Cell**

121.Regarding separate Liaison Officer and Reservation Cell to look into the matters related to SCs and STs, the NDMC stated that there has been no separate Liaison Officer in NSES. The matters of the NSES are dealt by the Liaison Department of the NDMC. The Director (Liaison), NDMC acts as the Director (Liaison) of the Society. Further, the NDMC replied that Mr. Philip Bara, appointed to the post of Director (Vigilance) in the NDMC who belongs to ST category has also been assigned the duty of Director (Liaison). The NDMC also stated that adequate training has been imparted to the Liaison Officer/NSES and staff posted in the Reservation Cell for handling SC/ST related matters efficiently.

122.About involvement of Liaison Officer in all matters related to SCs and STs including their direct recruitment/promotion in Navyug Schools, the NDMC replied that the Director (Liaison), NDMC is an integral part of the Selection Committee/ Departmental Promotion Committee of NSES as the representative of SCs/STs.

123.In reply to a query whether SRDs in 2005 to 2007 on contractual basis and written test in 2008 on regular basis were conducted in consultation with the Liaison Officer, it was stated that the contractual appointments in the years 2005 to 2007 were made with a view to ensure that there is no problem or loss to education of children for want of shortage of teachers. It was to ensure that the children get proper education and their studies are not adversely affected till regular appointments against direct as well as departmental promotion quota are made.

## PART II

### OBSERVATIONS AND RECOMMENDATIONS

#### A. Observations

1. The Navyug School Educational Society (NSES) was registered in December, 1992 under the Societies Registration Act, 1860. It is 100% financed by the New Delhi Municipal Council (NDMC). The objects for which the Society is established *inter alia* are to establish, endow, maintain, control and manage Navyug Schools. The organizational set up of the NSES consists of Board of Governors (Governing Body) and General Body. The Board of Governors is reported to consist of 8 members including Chairman, NDMC as the Chairperson of the Board of Governors. All the members are reported to be nominated by the Chairperson. The Committee note that not less than 4 distinguished academicians/educationists are also nominated by the Chairperson as co-opted members of Board of Governors. In the past, Director (Estate Enforcement) NDMC was said to be nominated as the representative of the SC/ST in the Board of Governors. According to Memorandum of Association of the Society, the Board of Governors of NSES is the supreme body of the Society, whose decision in all matters not expressly expressed provided for in the rules shall be final. Further it has *inter alia* the powers to appoint teachers and other staff of different schools run by or under the Society. The Committee further note that the Board of Governors has delegated full powers of appointment to the Chairperson on 27th March, 1995. The Committee observe that the Chairperson, NDMC is, therefore, empowered to act on behalf of the supreme body of the NSES besides having the power to nominate the members of the Board of Governors of NSES.

2. The SC ex-teachers through their various representations have submitted that they were recruited by NSES through Special Recruitment Drive for SCs/STs in the years 2005 and 2007 as PG/TG/Primary Teachers on contract basis. They claim that Special Recruitment Drive for SCs/STs were meant to fill up vacancies only on regular basis. However, NSES appointed them deliberately on contract basis. Instead of regularizing their services as was the procedure, their services were terminated since April, 2009 and now that they are jobless and some of them are over-age. It was also stated in their representation that despite their case was placed before various authorities of Government of India, the Ministry of Home Affairs have not taken final decision in the matter. The Committee feel services of all the SC ex-teachers had been terminated after they had worked for more than two years in Navyug Schools.

3. In regard to Special Recruitment Drives conducted in 2005, 2006 and 2007 for recruitment of SC teachers, the Ministry of Home Affairs have reiterated that they were appointed on purely contract basis subject to condition that this contract appointment would not confer on them any claim for regular appointment and their

services can be terminated any time without assigning any reason. The Committee observe that some of SC ex-teachers had been working prior to 2005. The Committee feel that services of SC ex-teachers should not have been renewed after completion of their contract period. By renewing their contract period every now and then, NSES in a way raised their hope for getting absorbed in future. By adding “Special Drive for SC/ST” in the advertisement in 2005 and 2007, NSES confused one and all into thinking that posts advertised were in pursuance of DoP&T orders dated 5th August, 2004 for country-wide special drive undertaken to fill up SC/ST backlog vacancies.

4. The Committee had specifically asked as to why no regular recruitment drive was conducted to fill up SC/ST backlog vacancies before 2008, the reply was not specifically answered. It was stated that NSES filled up the posts of PGT, TGT and Primary Teachers on contract basis during the years 2005 to 2007 against promotion as well as direct recruitment quota. It was further added that as filling up the posts on regular basis could have consumed considerable time and non-availability of the teachers would have adversely affected the studies of the students, the contractual appointments were made considering the extant administrative exigencies and pressing academic requirements. The Committee are distressed to note that NSES instead of conducting regular recruitment for regular SC/ST vacancies resorted to contractual appointments continuously for 3 years in a row. The Committee may agree to some extent with the stand of the Government that the regular appointments are made strictly in conformity with the regulations envisages holding of a written subject test, interview, etc. which is a much more comprehensive and rigorous process than that of contractual appointments which is restricted to walk-in-interview only. Yet it is a matter of concern that because of wrong policy to recruit candidates on contract basis, services of teachers had not been regularized.

5. The Committee note that NSES advertised 73, 19 and 37 posts for PGT/TGT and Primary Teachers on contract basis during the years 2005, 2006, 2007 respectively. The Committee were informed that NSES recruited these teachers on contract basis just to fill up promotional and direct recruitment quota till regular recruitment/promotion by the SC/ST teachers. The Committee regret that even though those SC ex-teachers were recruited against regular vacancies of promotion and direct recruitment quota, they were thrown out of job just because they were recruited on contractual basis. When recruitment to a post is made both by promotion and direct recruitment, reserved vacancy falling in promotion quota which cannot be filled due to non availability of eligible persons belonging to SC/ST in the feeder cadre can be temporarily diverted to the direct recruitment quota and filled by recruitment of candidates belonging to SC/ST as the case may be *vide* DoP&T order No. AB/4017/30/89-Estt.(RR) dated 10th July, 1990. The logic of NSES resorting to contractual appointment to ensure that there is no problem with regard to studies of children studying in Navyug Schools may hold good if done once in a while but repeating it year after year appears to be a deliberate attempt to deprive the eligible PGT/TGT/Primary Teachers of their fundamental right to employment. Having contract teachers to fill the gap for regular teachers will only hamper the proper education of children as there will be no motivation for them to work hard. The

teachers may also not be able to give their best as they are hired for a limited period. Hiring a large number of teachers every year on contract basis and firing them after every contract period or so is very unfortunate for the school children of Navyug Schools. Not having a regular recruitment just because it consumes considerable time and non-availability of the teachers would have adversely affected the studies of the students appears to be unconvincing as there seems to be lack of proper planning for recruitment of teachers.

6. From the reply given by the Ministry of Home Affairs and NDMC, it is clear that they never treated Special Recruitment Drive for SCs/STs undertaken in 2005 to 2007 as Special Recruitment Drive to fill up backlog vacancies as envisaged in DoP&T orders of 2004 and stressed that it was purely contractual appointment to fill up both promotional and direct recruitment posts. The representative of DoP&T admitted that the point that SC/ST vacancies had been filled up on contract basis was never raised before them while they were taking up meetings with the concerned officers of the Ministries and the Departments in pursuance of launching of Special Recruitment Drive in 2004. It has also been submitted by the representative that they were told by NDMC that Special Recruitment Drive conducted by them was not against backlog reserved vacancies but in regard to filling up the vacancies that were reserved for SCs/STs and OBCs for which they had not got candidates. The Committee regret that the contractual appointments were undertaken to fill up shortfall of SC/ST/OBC vacancies through the Special Recruitment Drive, which NSES should have done through regular recruitments but not through Special Recruitment Drive.

7. During evidence held on 7th January, 2011, the representative of DoP&T explained the difference between backlog and shortfall. A backlog reserved vacancy is one which was reserved in a previous recruitment year and an effort was made to fill it up but it could not be filled up. Such reserved vacancy cannot be filled up by any other candidate and these vacancies are kept vacant and become backlog reserved vacancies for the subsequent recruitment year. In the case of shortfall it was explained that in the post based roster if at any point of time in a cadre of 100 posts the number of SC candidates appointed by reservation is less than 15 *i.e.* say 10 then there is a shortfall of five SC posts.

8. On the basis of the explanation given by DoP&T, it is evident that those were unfilled vacancies of SC/ST teachers for which NSES conducted Special Drive in 2005 to 2007. These vacancies could not be treated as backlog reserved vacancies since NSES had not made any effort to fill those vacancies in previous recruitment years and they were treating those vacancies as unfilled. But when it was announced by DoP&T to fill up all backlog vacancies of SCs/STs in 2004, the Committee feel that NSES found an escape route to have Special Drive for SCs/STs on contract basis to cover their inadequacies. While deposing before the Committee, Home Secretary had opined that the posts were all regular but the appointment of 10 SC ex-teachers were on contract basis. The ideal thing would have been for the NDMC or the Society at that time was to have regular appointments by having an examination, the interview and then made the regular appointments. It is, therefore,

amply clear that NSES had not been filling up vacant SC/ST posts regularly and kept all SC/ST posts vacant for reasons best known to it. Since no efforts were made to fill these up by regular recruitment, they could not conduct Special Recruitment for backlog vacancies in pursuance to DoP&T orders of 5th August 2004 and tried to fill up by contractual appointment.

9. In regard to regularization of services of SC ex-teachers it has been claimed that since they were appointed on contract basis, their services cannot be regularized. In this connection, it was tried to explain the difference with contract appointment and regular appointment. It was also stated that on contract appointment, the minimum standard is to be met and need not be meritorious.

10. The Committee note that no teaching staff were regularised by NSES since 1999. However, NSES did not provide information about the non-teaching staff regularised by BoG of NSES. The Committee have come to know that NSES was regularising General category teaching and non-teaching staff who were recruited without any interview and working on contract/*ad-hoc* basis since its inception, for example Shri Rakesh Tyagi, PGT (Physics) who was working in NSES since January, 1994 on contract basis, was regularised in August, 1994 *w.e.f.* January, 1994 and Shri Dinesh Kumar who was also recruited by NSES in January, 1994 on contract basis and was regularised in August, 1994 *w.e.f.* from initial appointment on contract basis. Shri Anil Kumar Singh, PGT (School Councilor) joined on contract basis in 1994 and was regularised in 1999 against backlog vacancy of SC/ST. All these three were recruited by NSES without any interview and their services were regularised. The Committee firmly believe that there would be many more such cases of recruitment/regularisation of teachers in NSES.

11. The Committee also observe from the list of 22 (1 teaching and 21 non-teaching staff) obtained by the petitioners from NSES *vide* NSES RTI reply *vide* letter No. 1872/NSES/M.SECY./2010 dated 11.8.2010 that BoG of NSES kept regularising General category teaching and non-teaching staff who were recruited without any interview and were working on contract/*ad-hoc* basis, particularly 3 non-teaching staff in the year 2008. In regard to regularizing the contract SC ex-teachers, the Home Secretary cited the Supreme Court judgement which came in 2006 according to which it was stated that contractual appointment cannot be regularised against regular posts unless for very special circumstances. Otherwise it is stated that there would have been no problem for NSES to regularise. The Committee feel that while the non-teaching staff could be regularised by NSES despite Supreme Court judgement then what is the problem in regularising these ex-teachers.

12. The Committee note that the NCSC — a constitutional body — in their letter accept the earlier report of NSES and agreed with the report that the contract posts could not be filled up. However, the NCSC reviewed its earlier opinion and observed in their letter dated 26th November, 2010 that the grievances of the petitioners were genuine one and first opportunity should have been given to the teachers already working and having good academic teaching records and that

NDMC could not arbitrarily change rules and deprive the most eligible and competent people from joining permanent jobs.

13. The Committee refuse to accept the argument of Ministry of Home Affairs and NSES that the contract teachers could not be regularised in view of ruling of the Supreme Court particularly in view of 'Uma Devi case'. The Committee want to point out the facts that the case referred to by the Ministry of Home Affairs and NSES *i.e.* 'Uma Devi case' is related to a general category contract employee. Moreover, the Committee note that several non-teaching contract teachers were regularised by the BoG of NSES even after the above referred ruling of the Supreme Court. Further, the Committee desire to invite attention of both the Ministry of Home Affairs and NSES to the recent ruling of the Supreme Court given in March, 2011 in which the Court expressed its displeasure at the Border Road Organisation's treatment of casual workers. The Supreme Court has deprecated the Union of India engaging casual workers and keeping them in temporary service for long without making them permanent employees, thereby denying the benefits due to them. In the instant case, the Union of India appealed against the Guwahati High Court judgement directing the Government to regularise the services of members of Vartak Labour Union, some of whom had been working with the BRO for 30 years. Though the Bench of the Supreme Court observed that "casual employment terminates when the same is discontinued and merely because a temporary or casual worker has been engaged beyond the period of his employment, he would not be entitled to be absorbed in regular service or made permanent, if the original appointment was not in terms of the process envisaged by the relevant rules", the Bench ruled that "however, in the facts and circumstances of the case, where the union members had been employed in terms of the regulations and had been consistently engaged for the last 30 to 40 years, of course with short breaks, We feel the Union of India would consider enacting an appropriate regulation/scheme for absorption and regularisation of the services of casual workers engaged by the BRO for execution of its on-going projects". The Committee feel that the case of aggrieved SC ex-teachers is also not much different to the above case. These teachers were also engaged through "Special Recruitment Drives" but on contract basis against the Governments orders.

14. In regard to recruitment procedure it is understood from the representative of NSES that prior to 2008 no written examination was conducted by NSES for regular appointment of teachers. Prior to 2008, it was stated that the number of posts were less and so were the applicants. NSES used to do short-listing on the basis of academic performance of the candidates followed by interviews and as such there was no need to conduct written examination. In this connection, SC ex-teachers have claimed that they were appointed as PGT/TGT/Primary Teachers on contract basis following the procedure as at para 43. In reply, NDMC has *inter alia* stated no contractual teacher has been regularised by NSES during the last ten years.

15. The Committee are surprised over the reaction of the NSES that if the Society had violated the guidelines and made illegal appointment on contractual basis as alleged by the petitioners in their representations, all the persons who were taken on contractual basis were illegally or irregularly appointed and such illegally or irregularly appointee cannot claim that Society should commit another irregularity

and illegality and appoint them on a regular basis without following regular procedure for regular appointments.

16. It was observed that vacancies for PGT were filled up on contract basis in the years 2005, 2006 and 2007 but the same vacancies were not notified when regular recruitment was carried out. When enquired, it was informed that the Board of Governors accepted the proposal on 24th March, 2008 according to which there should be 100% promotion in PGT post and if these cannot be filled up on promotion then by direct recruitment and not on contract basis. The Committee were informed that NSES made amendments in Recruitment Rules as per the requirement of the Department and demand of the staff with the approval of the competent authority. The amendment was unnecessary and seem to have been made to stop two SC PGTs from applying against direct recruitment in 2008.

17. The Committee feel that the reasons forwarded by NSES that the RRs for various posts have been framed and modified from time to time according to the requirement of the department and with the approval of the competent authority *i.e.* Chairman, NSES/NDMC, as ridiculous. The Committee note that the RRs were changed regularly by the BoG of NSES even for the same post in every year which the Committee understand, is to give benefit to favourite candidates of NSES. The Committee also noted that NSES never bothered to consult DoP&T or its Nodal Ministry *i.e.* Ministry of Home Affairs before framing/amending the RRs and always follows its BoG.

18. To a point raised by the aggrieved SC ex-teachers that as per DoP&T OM No.AB/14017/22/89-Estt. (RR) dated 15th May, 1989 that while framing /amending rules it should be ensured that the interest of SCs/STs are not adversely affected and not aimed to block the entry of direct recruit and also not to fill up backlog reserved vacancies. It was stated that the amendment carried out on 24th March, 2008 by which filling up of PGT posts from 25% by direct recruitment and 75% by departmental promotion was changed to 100% departmental promotion failing which by direct recruitment, 2 SC ex-teachers were deprived. In reply, NDMC denied the allegation and reiterated that there is still provision of filling up of post of PGT by direct recruitment if the eligible candidates are not available in the feeder cadre as per modified and approved Recruitment Rules. In this connection, the copy of the minutes of meeting by which the amendment was carried out on 24th March, 2008 were seen. It does not have a provision that 100% departmental promotion for PGT posts will go to direct recruitment. Moreover, when the posts are filled up by 100% departmental promotion, such posts cannot be filled up by diverting the same to direct recruitment as per the DoP&T OM No. AB/14017/30/89-Estt. (RR) dated 10th July, 1990. The case in point is that of Shri Rahul Sultana and Shri Hakam Singh. Shri Rahul Sultana working since 2003 as teacher in Navyug School. He and Shri Hakam Singh were selected as PGT (Computer Science) and PGT (Economics), respectively under Special Recruitment Drive for SCs and STs in 2005 and 2007, respectively. They were fulfilling all the criteria to apply for regular PGT post. However, they were deprived from applying for PGT posts in regular recruitment conducted in 2008 by citing the above amendment in Recruitment Rules.



The Committee recall that the instructions provided in DoP&T OM No. AB/14017/22/89-Estt. (RR) dated 15.5.1989 states that while framing/amending rules, the interest of SCs/STs are not adversely affected, are kept in view to block the entry of direct recruitment and also not to fill up the backlog of reserved vacancies. The Committee, therefore, strongly view that amending the Recruitment Rules on 24th March, 2008 for PGT posts just before conducting regular recruitment in June, 2008 was done with ulterior motivation. Otherwise, where was the need to amend the Recruitment Rules when it is said that in the year 2010, the post of PGT (Economics) was advertised due to non-availability of eligible departmental candidate and the post of PGT (Computer Science) was not advertised inspite of five vacancies. It is truly an example of harassment and depriving the legitimate rights of 2 SC ex-teachers who worked many years on contract basis in Navyug Schools.

19. Further, the Committee feel that any amendment in Recruitment Rules should not be done with retrospective effect. If it is done then it means that the institution wants to favour or dis-favour any particular candidates. NSES made amendment in its RRs for PGT in 2008 but from retrospective effect and implemented the rule to all the backlog/shortfall vacancies resulting in deprivation of Shri Rahul Kumar Sultana and Shri Hakam Singh from their legitimate right on being selected under SRDs.

20. The Committee note that NSES discontinued the services of Shri Rahul Kumar Sultana and Shri Hakam Singh (both eligible for PGT post) as per the amendment in RRs to fill up the PGT posts through 100% department promotions. On the other hand NSES hired the services of M/s NIIT to teach senior secondary classes through their PGT ignoring the same criteria.

21. The Committee observe that NSES never consulted or informed DoP&T or Ministry of Home Affairs about their recruitment drives whether it is regular or special drive basis. The Committee also note that the Ministry of Home Affairs never took interest in supervising the SRDs conducted by NSES at any stage as required under the DoP&T Orders. Had the Ministry monitored the SRDs and other matters related to SCs/STs in NSES, the lapse done on part of NSES to conduct SRDs on contract basis would have been prevented.

22. According to post evidence reply, in 2008, a total of 114 candidates were selected for the post of TGT, Primary Teacher (Academics) and Primary Teachers (Activity) out of which 59 (SC-19) were working on contract basis and 58 (SC-18) candidates had applied against the advertisement and circular issued by NSES. A total of 36 including 9 SC contractual teachers got selected on regular basis.

23. The Committee note that against the total 55 vacancies as advertised in the newspaper on 17th June, 2008, 131 candidates were selected in three final lists declared on 26th May, 2009, 31st July, 2009 and 28th October, 2009 without any further notification. The petitioners have alleged that NSES selected more candidates than what were published in the advertisement dated 17th June, 2008 in connection with regular recruitment conducted by NSES. In case of TGT, the post published was 24 but NSES had provided the vacancies published and filled at 33. The petitioners

have alleged that NSES has selected 33 persons as TGT. In case of Primary Teachers (Humanities & Science), the post published was  $9+9=18$ , whereas NSES has mentioned the vacancies published and filled as  $36+23=59$ . The petitioners have alleged that NSES selected  $37+28=65$  persons as Primary Teachers (Humanities and Science). In case of Primary Teachers (Activity), the post published was 13 while the NSES has mentioned the vacancies published and filled as 22. The contention of the petitioners that the excess vacancies filled in case of three categories of posts are backlog vacancies seem to be true as in their reply NSES has admitted that it ensured filling up not only most of the backlog reserved vacancies but also other pending vacancies in the year 2008-09. By mixing all current and backlog vacancies together and by not mentioning the exact number of SC/ST vacancies both backlog and current in the advertisement, the NSES seems to be totally at a loss to conceal their misdeeds by confusing the Committee. NSES has not only clubbed the backlog vacancies of 2005-2007 of SC/ST with General quota for recruitment on 17th June, 2008 but also ceiling of 50% on backlog vacancies were imposed and recruited no SC/ST candidates. This is a clear violation of article 16 (4 B) and 81st amendment of Constitution. Not only that excess candidates were selected than the published vacant posts, it has also been alleged that OBC posts were never advertised for filling up of TGT posts. Yet candidates from OBC quota were selected. In reply, NSES has stated that there is a provision for reservation of OBC category in direct recruitment. The Committee find the reply very absurd. The other two serious allegations are also made against Chairman, NDMC that those excess vacancies were supposed to be regularised but deliberately declined by him and that several vacancies were filled by outsiders etc. by bribery. These allegations, however, have not been refuted by NSES and needs to be thoroughly examined by an independent authority.

24. In reply to holding of interviews of SC/ST/OBC on the same day and same time with the general category, candidates, it has been stated that Director (Liaison), NDMC was an integral part of the constituted Selection Board as a representative of SC/ST. The Committee note with deep regret that NSES violated DoP&T OM No.1/1/70-Estt.(SCT) dated 31st July, 1970 [Para 2(e)] with *mala fide* intention to reject more and more SC candidates.

25. The Committee also note that no vacancy for OBC category was published in the Advertisement dated 17th June, 2008 under TGT cadre. The Committee fail to understand how did NSES then receive the applications from OBC candidates and finally selected 6 candidates under the OBC category.

26. The Committee also note that criteria of minimum qualifying marks were fixed on 29th June, 2009 only after declaring the first final list of selected candidates on 26th May, 2009. On seeing the copy of the file noting supplied by the petitioners obtained by them under RTI Act, it *prima facie* appears that the file noting was tampered with the intention to cover up the mistake done on the part of NSES. The Committee take serious note that NSES has no hesitation in presenting false information to them.

27. From the same copy of file noting it was observed that the minimum qualifying marks of 45% was fixed for General category and 30% marks were fixed for all SC/ST and OBC categories by NSES whereas reservation of minimum 30% marks cannot be given to OBC categories who are to be considered at par with General category. With the result, several SC/ST candidates were deprived of their chance. After conducting the written examination of 100 marks each for both the posts of TGT and PRT on 21st December, 2008, the 100 marks were scaled down to 60% for written examination, 30% for interview, 5% each for higher qualification and higher experience than prescribed in RRs. Ratio of 1:5 for calling candidates for interview against the posts were arbitrarily not maintained and with the result, several candidates who had qualified the written examination were not called for interview as per their decided ratio of 1:5.

28. The Committee are perturbed to note how NSES had offered a Primary Teacher post to Ms. Vinita Tyagi—a general candidate against SC post. Through such an example, it is not difficult to conclude how the NSES is working.

29. The most disturbing point that was more telling was in giving high marks in interview to those alleged to be the favourites of the NSES whereas SC ex-teachers who had been working for 2 to 7 years were given less marks or no marks at all. In regard to marks allotted to higher qualifications too, the Committee note with distress that marks were not given according to higher qualifications as it is evident from the statements of marks obtained by petitioners under RTI Act. The reply of NSES that marks for higher qualification/experience were allotted as per fixed criteria and applied uniformly is absolutely untrue in view of information given in the statement. Some of the glaring irregularities committed by NSES are as under :—

- (i) The Committee note that two candidates (one ST and one General category) Shri Digamber Singh and Ms. Swati Sahni who were selected for TGT (Computer Science) post had possessed B.I.S (Hons.) degree as shown in the merit lists. As per information possessed by the petitioners obtained under RTI ACT, the Vivekananda Institute of Professional Studies which awarded this degree, was never recognised and affiliated by AICTE (All India Council for Technical Education) and also the same nomenclature degree was never permitted by U.G..C. The GGSIP University of Delhi also cleared in its RTI reply that B.I.S. (Hons.) was never equivalent to B.C.A. which is the prescribed qualification for TGT (Computer Science) post. Shri Digamber Singh was also given 5 marks for 6 months experience.
- (ii) The Committee also note that one candidate Shri Naresh Kumar possessed only B.Tech (Computer Eng.) degree which was never asked in the RRs for his post. The Committee also note that despite not having any other degree possessed by Shri Naresh Kumar, he had been given 5 marks against higher degree than the prescribed qualification. Ms. Rajni Meena, a selected ST candidate for PRT (Humanities) was given full 5 marks for 'Nil' experience.
- (iii) The Committee also note that Ms. Mamata, SC candidate who was selected for TGT (Computer Science) had not submitted her original caste

certificate. Even then she was selected. She was further given full 5 marks for higher qualification just for her one year diploma in Computer science whereas Shri Raj Kumar having same qualifications was given nil marks.

- (iv) The Committee note that Shri Rahul Kumar Sultana one of petitioners, who had been working for more than 6 years on contract basis in NSES as a PGT (Computer Science) was not selected by not giving marks at all for experience and very less marks in the interview. The Committee think that if extra marks for experience and proper marks in interview were allotted to Shri Sultana, he would definitely have topped the merit lists amongst all categories candidates. Similarly, Ms. Geeta, TGT (Science), Ms. Manju Pareva, TGT (English), Ms. Pratibha, TGT (Work Experience), Shri Anil Kumar, TGT (PET), Ms. Saroj, TGT (Art), Ms. Saroj, PRT (Science), Ms. Hemlata, PRT (Humanities) and Ms. Kunta Anand, PRT(PET) other petitioners, were also given very less marks in interview or no marks allotted for experience.

30. It is also noted that without publishing post reserved for OBC, Shri Praveen Kumar an OBC candidate was selected as TGT (PE) in recruitment 2008, and accommodated against SC candidates who were not given prescribed extra marks for higher qualification and experience. Similarly, Shri Anjani Prasad, Ms. Kavita, Ms. Archana Tanwar, TGT (Art) and Ms. Rekha Kumari, TGT (Science) were also selected as OBC candidates inspite of fact that OBC vacancies were not published. Whereas Ms. Saroj, TGT (Art) an SC was deprived of selection inspite of being in merit.

31. According to NSES website, there are altogether 11 Navyug Schools in NDMC area. These are Navyug Sr. Sec. School, Sarojini Nagar; Navyug Sr. Sec. School, Peshwa Road; Navyug Sr. Sec. School, Laxmibai Nagar; Navyug Sr. Sec. School, Moti Bagh (NW); Navyug Sr. Sec. School, Lodi Road; Navyug Sr. Sec. School, Vinay Marg; Navyug Primary School, Tilak Nagar; Navyug Primary School, Mandir Marg; Navyug Primary School, Pataudi House; Navyug School, Jor Bagh; Navyug School, Darbhanga House. According to information submitted to the Committee at para 112, category-wise sanctioned strength of PGT, TGT, Primary Teachers (Academic) and Primary Teachers (Activity) are 72, 135, 83 and 25 respectively. The Committee feel that the staff strength of PGT, TGT and PRT posts are not sufficient for meeting the requirement of these schools. The Committee also note that despite having backlog sanctioned regular vacancies TGT (Hindi) and post of TGT (Social Studies), no vacancies of these posts were published by NSES in the Advertisement whereas particularly 2 posts of TGT (Hindi) and 3 posts of TGT (Social Science) were created due to up-gradation of Navyug School Mandir Marg. This deprived Ms. Hemlata for applying for the post of TGT (Hindi). Also, NSES has not mentioned category-wise break up of posts *i.e.* to which category the post goes. Because of this if a candidate wants to apply in TGT (Computer Science) post under SC category then he doesn't know whether that vacancy is reserved or unreserved. Therefore, he will feel cheated. The Committee also fail to understand when NSES

say that subject-wise reservation is being given then under what method allotted reservation for different posts are allotted. If NSES are treating TGT and PRT as post then why they do not publish single merit list each for TGT and PRT posts.

32. Regarding Liaison Officer and Reservation Cell in NSES, the Committee note that no separate Liaison Officer and Reservation Cell for SCs/STs were virtually functioning in NSES. The Director (Liaison) of NDMC was assigned the work of Liaison Officer of NSES. He was also handing the additional charge of Director (Vigilance), NDMC. The Committee are also surprised to note that NSES in their reply admitted that adequate training was imparted to all the officers dealing with SCs/STs matters even then the grave mistakes were taken place in handling SRDs in 2005-2007 and regular recruitment in 2008.

33. According to vacancy position as per the roster as on 31st December, 2009, there are vacancies for SCs and STs in PGT and TGT posts. These vacancies are reported to be against promotion.

34. NDMC did not furnish the information in regard to progress report of filling up of backlog sanctioned vacancies from the year 2004 to 2010. NDMC were also asked to furnish backlog of all vacancies resumed for SCs as in 2004 onwards. They furnished the details of unfilled vacancies for SCs/STs. The Committee note that from 2004 onwards, there are continuous SC and ST unfilled vacancies in all cadres of PGT, TGT, Primary Teachers (Academic) and Primary Teachers (Activities). Instead of filling up those by contractual appointment, NSES should have had direct recruitment for all those posts as departmental posts can be temporarily diverted to direct recruitment.

## B. Recommendations

1. Having noted the humiliation and frustration faced by the highly qualified 10 SC ex-teachers in the hands of NSES authorities for no fault of theirs, the Committee strongly feel that all the 10 SC ex-teachers appointed by NSES in 2005 and 2007 on contract basis deceptively under 'Special Recruitment Drives' need to be given jobs on regular basis under SRD. Those PGT/TGT/PRT were infact appointed against promotional and direct recruitment positions *i.e.* regular vacancies but thrown out of job after serving for 2 to 6 years, on the grounds that their appointments were on contractual basis. During the regular recruitment conducted in 2008, the Committee note that, they appeared and passed the written examination but failed in interview due to various reasons as mentioned in the observations. The Committee strongly recommend that these victimized teachers should be taken back on their respective posts with immediate effect and accommodated against the regular posts. Their seniority should also be maintained forthwith. The Committee also recommend that for this purpose, Ministry of Home Affairs/NSES in consultation with DoP & T find out a suitable way out to resolve the issue of providing regular jobs to these teachers. The Committee feel that, if necessary, additional posts may be created to accommodate these 10 SC teachers who have been suffering for the long period due to bias and unjustifiable attitude of NSES.

2. Having noted that the Board of Governors of NSES has supreme power in the Society, the Committee recommend that at least one of the members of the BoG should be nominated from the SC/ST category so that he can be part of the policy making body and can ensure that policy decisions taken are not against the interest of SC/ST employees. The Committee also recommend that BoG of NSES should review all policy matters which they made against the interest of SC/ST employees including PGT/TGT/PRT.

3. The Committee recommend that an exclusive Reservation Cell which does not exist at present, should be created in NSES for looking after the affairs related to welfare of SCs and STs in NSES. The Committee also recommend that instead of taking assistance of Director (Liaison), NDMC in the matters of SCs/STs, a full fledged Liaison Officer of not below the rank of Deputy Secretary well versed in reservation policy for SCs/STs should be appointed in NSES who will be the incharge of Reservation Cell. The Committee feel that comprehensive training should also be imparted to staff appointed in Reservations Cell and the Officers in charge of SCs/STs matters so that all they will be equipped with the every knowledge/ Government Orders related to welfare of SCs/STs.

4. The Committee are confused over the maintaining of rosters on post based *i.e.* treating PGT, TGT, PRT, etc. as a post and not on subject-wise post based rosters as is done by other educational institutions. In the absence of this, it is very difficult to decide as to which posts will go to which category. The Committee, therefore, recommend that the rosters should be maintained on subject-wise post based system so that both fresh candidates and teachers/staff already in NSES could easily find out the position about the category of posts.

5. The Committee recommend that in future NSES should make all their recruitments by following proper procedure. It should be careful in inviting applications through advertisement so that the vacancies and subject-wise posts are clearly mentioned. NSES should also prepare their plan for recruitment in advance in regard to direct recruitment and departmental promotion in Navyug Schools so that need of recruiting teachers on contract basis may be restricted to minimum and if need arises, same teachers appointed on contractual basis may not be reappointed to avoid the unpleasant situation.

6. The Committee desire that the Ministry of Home Affairs – the Nodal Ministry through their own Liaison Officer incharge of SCs/STs matters or some independent agency, should undertake an extensive verification drive to check the present recruitment procedure in vogue in NSES and report to the Committee the discrepancies noticed by them during verification of all rosters, cases of regularisation of contract/*ad hoc* teachers since the inception of NSES as also the irregularity in recruitment drive-2008.

7. The Committee also recommend that an officer not below the rank of Joint Secretary should be designated in the Ministry to regulate/supervise the affairs related to SCs/STs in NSES. The Committee feel that the Ministry cannot abdicate their responsibility by just mentioning that NSES is a Society and independent body.

8. The Committee strongly recommend that appropriate action should be taken against the Liaison Officers and other Officers who failed in their duties in taking action contrary to relevant rules/orders related to SCs/STs or their improper or bias implementation while conducting SRDs, regular drives and regularisation of vacancies.

9. Taking cue from the case of Ms. Vinita Tyagi who was a General category candidate but selected as PRT (Humanities) and offered appointment under SC category and another case of Ms. Mamta who was appointed as TGT (Computer Science) under SC category but reportedly had not submitted her caste certificate, the Committee recommend to conduct a verification drive to check authenticity of castes certificates submitted by all the teaching and non-teaching employees working in NSES to ensure that no employment has been secured on the basis of false castes certificates or without genuine certificates. The Committee strongly recommend that teachers/employees found with false caste certificates should be terminated from services and criminal proceedings should be initiated against them and also against the officers who accept their certificates without proper verification.

10. The Committee strongly condemn the inappropriate recruitment procedure adopted by NSES and making mockery of PM's directives on Special Recruitment Drive for SCs/STs, the Committee strongly criticize the injustice done to the 10 SC teachers and reiterate immediate restoration of their services with seniority. The Committee recommend that action taken report on restoration of services of 10 SC teachers should be furnished to them within a month as promised by the Home Secretary during evidence held on 7th January, 2011. The Committee also recommend that action taken replies on other observations and recommendations contained in Part II of this report should also be furnished simultaneously.

GOBINDA CHANDRA NASKAR,

*Chairman,*

*Committee on the Welfare  
of Scheduled Castes and*

*Scheduled Tribes.*

NEW DELHI;  
May, 2011

*Jyaistha, 1933 (Saka)*

## APPENDIX I

9 November, 2010

To,  
The Hon'ble Members of Parliament and  
Members of Parliamentary Committee on the Welfare of the SC/ST  
Government of India, New Delhi.

**Subject:** *Infringement of Fundamental Rights, Articles 14, 15(1), 15(4), 16, 16(4)B and 21 of the Constitution of India*

*Non-compliance of DoP&T orders, instructions and Prime Minister's Directives on filling up the backlog sanctioned vacancies under Special Recruitment Drive for SC/ST in Navyug Schools of New Delhi Municipal Council under Common Minimum Programme of UPA Government.*

*Victimization and discrimination with 10 Dalit (SC) teachers by the Chairman, NDMC/Navyug School Educational Society.*

Hon'ble Sir/ Madam,

This is with reference to the above mentioned subject.

We the 10 Dalit SC ex-teachers would like to inform you that we were appointed lawfully through Special Recruitment Drive (SRD) for SC/ST in the years 2005 and 2007 as PGT/TGT/PRT deliberately on contract basis instead of regular basis following the then due procedure of regular appointment of teachers in Navyug Schools.

We would further like to inform you that DoP & T OMs and Prime Minister's directives on Special Recruitment Drive for SC/ST meant to fill up the vacancies only on regular basis.

Hence our appointment made deliberately on contract basis, violating the instructions on SRDs, by the Navyug School Educational Society deemed to be treated on regular basis but despite treating our appointments on regular basis, our services have been discontinued by the Navyug School Educational Society since April, 2009 and since then we are jobless and some of them are overage now. Therefore, the matter of our appointment as teachers in Navyug Schools were placed before the various authorities of the Government of India as well as Shri Gobinda Chandra Naskar, Hon'ble Member of Parliament (Lok Sabha) and Chairman, Parliamentary Committee on the welfare of the SCs/STs. Keeping in view the nature of the matter, Hon'ble Shri Naskarji is pursuing the matter with the Hon'ble Home Minister, Shri P. Chidambaram and Shri Parimal Rai, Chairman, NDMC/NSES but unfortunately Ministry of Home Affairs has not taken final decision in the matter which is pending since August, 2008 inspite of our repeated representations and reminders to the Ministry of Home Affairs in this connection.



We are, therefore, writing this letter to you with a hope to kindly, spare few minutes and read the enclosed documents in this regard and humbly request you to take up the matter before the Parliament of India *i.e.* in Lok Sabha and in Rajya Sabha, Parliamentary Committee on the welfare of the SC/STs and also with the Hon'ble Home Minister, Shri P. Chidambaramji **who has already seized the matter** *vide* his letter dated 22 June, 2010 to Shri Mukul Wasnikji, Hon'ble Social Justice and Empowerment Minister, Government of India.

Thanking you,

Yours faithfully,

Sd/-

(Hakam Singh and Other Ex-Contract Teachers)

J-510/8, Sector-16, Rohini, New Delhi-110 089

Mob: 9891432677, 9810454002

Encls: Letter dated 1 June, 2010 of Shri Mukul Wasnikji  
Letter dated 22 June, 2010 of Shri P. Chidambaramji  
Letter dated 15 October, 2010 of the Ministry of Home Affairs

## APPENDIX II

18 November, 2010

Shri R.K. Chadha,  
Joint Secretary,  
Parliamentary Committee for the welfare of SC/ST,  
Government of India  
New Delhi.

**Subject:** *Brief summary and questionnaire on the matter of appointment of teachers in Navyug School Educational Society (NSES) of NDMC.*

Respected Sir,

This is with reference to our meeting with you on 16 November, 2010 regarding our appointments as PGT/TGT/PRT in NSES under Special Recruitment Drive in the years 2005 and 2007 as also various irregularities in the recruitment process dated 17.6.2008. As suggested by you, we are enclosing herewith a brief summary on the matter alongwith the questionnaire to be placed before the Chairman, NDMC/NSES and the Ministry of Home Affairs for their clarification and immediate necessary action in the matter.

We hope you will personally look into the matter and give justice to 10 dalit ex-teachers of NSES who are jobless for the last 2 years.

Thanking you and looking forward to your immediate action.

Yours faithfully,

Sd/-

(Ex-teachers of NSES of NDMC)  
as per list attached

Encl.: *as above.*

**List of teachers who were appointed under Special Recruitment Drive  
in NSES of NDMC**

Sl.No.	Name	Designation	Qualifications	Experience	Address
1.	Rahul Kumar Sultana	PGT (Comp. Science)	M.C.A./B.Sc. (G) "A" (Computer Science)	7 Years	B-3 B/53-B, Janak Puri, New Delhi-58 9810454002
2.	Hemlata	TGT (Hindi)	B.A., M.A. (Hindi) and B.Ed. from Delhi University.	+4 Years	5/5780, Gali-1 Dev Nagar, Karol Bagh, New Delhi-5
3.	Anil Kumar	T.G.T.(P.T.I)	M.P.Ed.	+4 Years	RZ-25 A/3, Indira Park, Gali No. 9, Palam Colony, New Delhi-110045 9868071820
4.	Pratibha	TGT (Work Experience)	Diploma (Electronics)	+4 Years	H. No. 144, Sector 1, Vaishali, Ghaziabad
5.	Kunta Anand	PRT (PTI)	M.P.Ed.	+4 Years	4/2281, Bihari Colony, Gali No. 3, Near Railway Line, Shahdara, Delhi-32.
6.	Geeta	TGT (Science)	M.Phil, B.Ed.	3 years	B2B/255 Janak Puri, New Delhi-58
7.	Saroj	TGT (Arts)	M.F.A. and B.F.A.	+4 Years	Block No. 22, H.No. 257, Trilok Puri, Near Mayur Vihar Police Station New Delhi - 110091
8.	Hakam Singh	PGT (Eco.)	B.A., M.A., B.Ed.	+2 Years	House No. J-510/8, Sector 16, Rohini, Delhi-89 9891432677
9.	Saroj	PRT (Science)	B.Sc (B) Group., B.Ed.	3 Years	C-1 1A, Shashi Garden, Mayur Vihar, Phase-I, Delhi
10.	Manju Pareva	TGT (English)	M.A. and B.Ed.	+2 Years	A-826, Arjun Nagar, New Delhi

**Brief summary on the matter of our appointments as PGT/TGT/PRT in  
Navyug School Educational Society (NSES) of NDMC**

1. The past practice of Navyug School Educational Society for recruiting teachers on regular basis before the selection process *vide* newspaper advertisement dated 17.06.2008 are as follows:

- (i) Published an advertisement in leading Newspapers
- (ii) Short Listing of applications for the eligibility for the post
- (iii) Called eligible candidates for the interview
- (iv) Eligible candidates were interviewed by the selection committee which was constituted by the Competent Authority of NSES
- (v) Final selection of the candidates according to the merit on the basis of the overall performance of the interview as well their academic qualifications and relevant experience in the field
- (vi) Issue of appointment letters

AND

All in one by regularising through the Board of Governors of NSES in their meetings.

2. On the same criteria as stated above, an advertisement was published in the Newspaper under the caption "Special Recruitment Drive" in the years 2005 and 2007 and all of us were appointed as PGT/TGT/PRT on contract basis following the above set procedure of regular appointment.

3. As per DoP&T OM's the sanctioned and backlog vacancies for SC/ST/OBCs cannot be filled up on contract basis. Even the Supreme Court guidelines stated that the SRD process can be done only on regular basis. But the Navyug School Educational Society illegally and deliberately filled the backlog sanctioned vacancies of SC/ST/OBCs on contract basis which is totally against the Government of India and Prime Minister's directives on SRDs.

4. Frequently, Navyug School Educational Society is providing misleading, false and frivolous information to various authorities of the Government in our matter.

5. Whenever somebody has talked with Mr. Primal Rai, Chairman, NDMC, he said contract teachers cannot be regularized. It could be cleared that we are not requesting to regularize our services through contract but the question is, our services as teachers should be deemed to have been regular as per DoP&T OM dated 3.10.2006.

6. Navyug School Educational Society has regularized in the past 21 candidates under teaching and non-teaching cadre and few more through their highest authority *i.e.* Board of Governors meetings. Even they have regularised those teachers who have initially not been appointed following the due procedure and even without any advertisement which we can say the Backdoor Entry.

7. Even Mr. Parimal Rai, Chairman, NDMC is giving continuous contract appointments to several General category teachers after removing our services which is totally wrong and injustice against us.

8. In the year 2008, Navyug School Educational Society, has published various posts of teachers on regular basis through its advertisement dated 17.6.2008 excluding the posts of PGT (Economics and Computer Science) and TGT (Hindi and Social Studies). Therefore, Shri Hakam Singh has not participated in any of the TGT or PRT posts under this recruitment drive because of the reason that no vacancy was published for his subject. Similarly, Shri Rahul Kumar Sultana has participated for the post of TGT (Computer Science) and Smt. Hemlata has participated for the post of PRT (Humanities) only because their vacancies *i.e.* PGT (Computer Science) and TGT (Hindi) deliberately were also not published despite having the backlog sanctioned vacancies for PGT (Computer Science) and TGT (Hindi).

9. All of us have applied in this recruitment process through proper channel except Shri Hakam Singh and successfully qualified the written examination which the NSES has conducted for the first time since its inception for the applied posts of TGT and PRT. Accordingly, we were interviewed before the Selection Committee on the same day on which the General category candidates were interviewed. And when the final results were declared in three parts, all of us were disqualified on the untenable remarks whereas against the total 55 vacancies as advertised, 131 candidates were selected which includes backlog vacancies which were illegally clubbed and violated the Article 16 4(B) of the Constitution of India.

10. The infirmities in respect of the selection process dated 17.6.2008 of NSES is enclosed on a separate sheet.

#### QUESTIONNAIRE

On The Matter of appointment of Teachers In Navyug School Educational Society (NSES) of N.D.M.C. under Special Recruitment Drive For SC/ST/OBC on Contract Basis

AND

Recruitment Drive of 2008 on Regular Basis

Special Recruitment Drive For SC/ST/OBC

1. Whether vacancies of the past years *i.e.* Backlog vacancies specially reserved for SC/ST/OBC categories can be filled up through an advertisement under the caption Special Recruitment Drive for SC/ST/OBC on Contract Basis?

2. On which DoP&T O.Ms./Orders and instructions or notifications/circulars of the Government of India, the NSES had launched Special Recruitment Drives for SC/ST/OBCs in the years 2005 and 2007 and appointed teachers as PGT/TGT/PRT on Contract Basis and on consolidated payments to fill up the backlog sanctioned vacancies of SC/ST/OBC on Short Term arrangement?

3. Whether it has not the discrimination and harassment against SC/ST/OBC teachers who were appointed through SRD in the years 2005 and 2007 in NSES?

4. Define the Short Term arrangement of the teachers in Navyug School Educational Society.

5. Year-wise comprehensive report on vacancies filled as PGT/TGT/PRT by NSES under each of the categories General, SC, ST and OBC with their subjects from the years 31.12.2000 to 31.12.2008 under the Direct as well as the Departmental quotas.

6. Comprehensive status on total sanctioned strength as on 31.12.2009 of PGT/TGT/PRT in NSES under each of the categories General, SC, ST and OBC under the Direct as well as the Departmental quotas.

7. Comprehensive status on total roster points as on 31.12.2009 of PGT/TGT/PRT vacancies in NSES under each of the categories General, SC, ST and OBC under the Direct as well as the Departmental quotas.

8. Progress report on filling up of all the backlog sanctioned vacancies of SC/ST/OBC in PGT/TGT/PRT cadre in compliance with the Government of India instructions, circulars, notifications/DoP&T O.Ms. on Special Recruitment Drive from the years 2004 to 2010 in NSES.

9. Copy of the advertisements of the persons who were initially appointed in NSES on Contract basis/*Ad-hoc* basis and temporary basis and further their services were regularized through the highest authority of NSES *i.e.* Board of Governors (BoG) in their meetings on the approval of the Chairman, NSES/NDMC as per the information given under the RTI Act dated 11.8.2010 by PIO, NSES (copy enclosed).

10. If the persons as mentioned in Question No. 9 above were initially not appointed in NSES through any advertisement, then their entry in NSES should be treated as Backdoor entry or Not. Give your clarification and explain what is the reason for not treating the services of those SC/ST/OBC teachers on Regular basis who were even appointed as PGT/TGT/PRT through an advertisement under the caption Special Recruitment Drive for SC/ST/OBC in the years 2005 and 2007 following the then due procedure of regular appointment of teachers in NSES?

11. Whether you have considered the candidature of the contract employees as departmental candidate in the 2004 recruitment drive? Please specify the name of the teachers along with posts and whether he/she was fulfilled RR's for the concerned posts.

12. In the recruitment of 2004, why Shri Rahul Kumar Sultana was not called for the interview despite he had applied for the post and moreover the Chairman, NSES/NDMC had given remarks in their file noting for calling all working contract teachers for interview.

13. Whether the instructions provided in DoP&T OM No. pertains to NDMC AB/14017/22/89-Estt.(RR) dated 15/5/1989 mentioning that while framing/amending rules, the interest of SCs/STs are not adversely affected. were kept in view while amending RRs aimed to block the entry of direct recruit and also not to fill up the backlog of reserved vacancies. In view of amending PGT RR's dated 24.03.2008 by B.O.G. from 25% by direct recruitment and 75% by department promotion failing which direct to 100% departmental promotions failing which by direct is an example of harassing and depriving the rights of two SCs PGTs.

14. When Board of Governors using their powers had regularized the service of Sh. Anil Kumar Singh as PGT (School Counselor) who came without any advertisement then why not Treating the service of Shri Rahul Kumar Sultana PGT (Computer Science) and Shri Hakam Singh PGT (Economics) as regular from the date of their appointment in the Board of Governors meeting as they are lawfully appointed by Chairman, NDMC/NSES under Special Recruitment Drive despite the vacancies are still pending.

15. When the BOG of NSES *i.e.* the highest authority in its meeting held on 24.03.2008 decided that no appointment on contract basic for the post of PGT will be

done then on what grounds the NSES has given contract to M/s. NIIT to teach senior secondary classes through their PGT which even they don't fulfil the eligibility criteria and discontinued the services of Shri Rahul Kumar Sultana and Shri Hakam Singh as PGT (Computer Science) and PGT (Economics) respectively.

16. Point Nos. 13, 14 and 15 are an act of using the lawful power by the Chairman, NDMC/NSES to make injury against the SC candidates. Whether this act by the Chairman NDMC/NSES should not be taken under Atrocities Act of SC 1989.

17. Is it true that NSES pay one scale higher than NDMC in case of PRT/TGT/PGT and require extra qualification than the NDMC PRT/TGT/PGT. If yes,

- Than how come you have degraded the RR's of TGT (Computer Science) post from Master's Degree to Bachelor's Degree which is the RR's of NDMC.
- When in all subjects of TGT posts your RR's states of requiring 55% for General Category and 50% for SC/ST than how come you have set up 60% for General Category and 55% for SC/ST category in TGT (Computer Science) RR's.
- On what grounds you specifically changes RR's of TGT (Computer Science) in 2004, 2005, 2006 and in 2008.
- When RR's of TGT (Computer Science) was Master Degree in 2006 advertisement than how come you have published RR's of TGT (Computer Science) as Bachelor's Degree in 2008 advertisement.
- When you have considered the Bachelor's Degree in 2006 drive after publishing Master's Degree should in RR's TGT (Computer Science) then why not the Master's Degree should be treated as applicable RR for the post of TGT (Computer Science) in 2008 drive.

#### INFIRMITIES IN THE RECRUITMENT DRIVE OF 2008 ON REGULAR BASIS

Against 55 odd vacancies published, 131 candidates were selected.

#### Status of PRT (Humanities and Science) Vacancies published VS selected Candidates

S.No.	Name of the Post along with subject	Total Vacancy Published	General	SC	ST	OBC	PH
1.	PRT (HUM)+						
2.	PRT (Science)	9+9=18	4	2	5	7	0
3.	Selected Candidates	37+28=65	23+15=38	7+3=10	2+3=5	5+7=12	0
	Illegally Selection	+47	+34	+8	0	+5	0

#### Note: 1.

These +47 vacancies are those vacancies which are backlog vacancies and held by contract teachers since long time which were illegally clubbed by NSES with an open competition of 2008 which is infringement in Article 16 4(b) of the Constitution of India.

- These vacancies were actually filled by the regularisation policy of NSES dated 20.07.2007 and to be filled by us and other general category who are working on contract basis in the Board of Governors meeting which was deliberately declined by the Chairman, NDMC/NSES to make fast buck from the system.
- Also, several vacancies were filled by outsider and relative candidates by taking bribe or by misuse of power of NSES/NDMC officers.

**Status of PRT (Activity) vacancies published Vs. selected candidates**

Sl.No.	Name of the Post along with subject	Total Vacancy Published	General	SC	ST	OBC	PH
1	PRT (ACTIVITY)13	6	0	1	6	0	
	Selected Candidates	21	12	4	1	4	0
	Illegal selection	+8	+6	+4	0	-2	0

- Note:** 1. These +8 vacancies are those vacancies which are backlog vacancies and held by contract teachers since long time which were illegally clubbed by NSES with an open competition of 2008 which is infringement in Article 16 4(b) of Constitution of India.
2. These vacancies were actually coming under the regularization policy of NSES dated 20.07.2007 and to be filled by us and other general category who are working on contract basis in the Board of Governors meeting which was deliberately declined by the Chairman, NDMC/NSES to make fast buck out from the system.
3. Also, several vacancies were filled by outsider and relative candidates by taking bribe or by misuse of power of NSES/NDMC officers.

**Status of TGT (All posts) vacancies published Vs. selected candidates**

Sl.No.	Name of the Post along with subject	Total Vacancy Published	General	SC	ST	OBC	PH
1	TGT	24	4	11	9	0	0
	Selected Candidates	43	17	9	4	6	0
	Illegal selection	+19	+13	-2	-5	+6	0

- Note:** 1. These +19 vacancies are those vacancies which are backlog vacancies and held by contract teachers since long time which were illegally clubbed by NSES with an open competition of 2008 which is infringement in Article 16 4(b) of Constitution of India.
2. These vacancies were actually coming under the regularization policy of NSES dated 20.07.2007 and to be filled by us and other general category who are working on contract basis in the Board of Governors meeting which was deliberately declined by the Chairman, NDMC/NSES to make fast buck out from the system.
3. Also, several vacancies were filled by outsider and relative candidates by taking bribe or by misuse of power of NSES/NDMC officers.
4. OBC vacancies under TGT Cadre are not published by NSES but illegally filled by taking bribe and violating Article 16 of Constitution of India.

2. Illegally clubbed sanctioned backlog vacancies in the above-mentioned drive which is a violation of Article 16 4(B) (i.e. 81st Amendment) of the Constitution of India which clearly stating that backlog vacancies cannot be clubbed with current/open competition and should be filled under the caption "Special Recruitment Drive".



### APPENDIX III

#### MOST URGENT/MOST IMMEDIATE

Shri P. Chidambaram Ji,  
Hon'ble Home Minister,  
Ministry of Home Affairs,  
Government of India,  
North Block,  
New Delhi - 110 001

1 December, 2010

**Subject:** *Submission of recommendation of the National Commission for Scheduled Castes (NCSC) dated 26 November, 2010 regarding violation of reservation policy in the matter of appointment of Scheduled Caste PGT/TGT/PRT teachers in Navyug Schools of NDMC who were appointed under Special Recruitment Drive (SRD) for SCs and filling up the backlog sanctioned vacancies of SCs in the years 2005, 2006 and 2007*

Hon'ble Sir,

This is with reference to the above-mentioned subject:

2. We would once again humbly like to draw your kind attention towards the recent letter issued by Shri T. Theethan, Joint Secretary, National Commission for Scheduled Castes dated 26 November, 2010 on the direction of the Hon'ble Chairman, NCSC directing the Chairman, Shri Parimal Rai of New Delhi Municipal Council and Navyug School Educational Society to give the jobs to the petitioners. A copy of the letter is enclosed herewith for your information and necessary action.

3. In the said letter, the Hon'ble Chairman of NCSC has observed that the grievances of the petitioners are genuine one as first opportunity should have been given to the teachers already working and having good academic teaching records. The NDMC cannot arbitrarily change rules and deprive the most eligible and competent people from joining permanent job.

4. In the matter of our appointments as PGT/TGT/PRT in Navyug Schools under SRD in the years 2005, 2006 and 2007, Shri Mukul Wasnik Ji, Hon'ble Minister for Social Justice and Empowerment, Govt. of India, has independently made enquiries with NDMC and found that the grievances of petitioner are genuine one. With the result, the Hon'ble Minister has written a letter to you on 1 June, 2010 and on his letter dated 1 June, 2010, you have already **seized** the matter *vide* your letter dated 22 June, 2010 to Shri Mukul Wasnik Ji.

5. We may further like to draw your kind attention towards the bias attitude of the Chairman, NDMC with us in giving continuous contract to various General Category persons in NSES as PGT/TGT/PRT and we are still jobless since April, 2009 despite having genuine case of our appointment.

6. On the above observations of the Hon'ble Chairman of NCSC as also several other representations of the high dignitaries of the Government of India submitted before the Hon'ble Home Minister, we would humbly request you to kindly personally look into the matter and give direction, by using your powers, to the Chairman, NSES/NDMC to treat 10 SC teachers as regular employees from the date of their initial joined posts with all previous benefits who were appointed under Special Recruitment Drive for SC/ST in the years 2005, 2006 and 2007 as PGT/TGT/PRT.

7. We hope that you will take immediate action in the matter and give justice to dalit teachers of this Nation, who are running pillar to post since long time.

Thanking you,

Yours faithfully,

Sd/-

(Hakam Singh & Other Ex-teachers of NSES)  
J-510/8, Sector-16, Rohini, Delhi-110 089  
Mob: 9891432677, 9810454002

Encl.: *As stated above*

Copy for kind information and necessary action to:

1. Shri Manmohan Singh Ji, Hon'ble Prime Minister of India, Govt. of India, New Delhi
2. Shri Mukul Wasnik Ji, Hon'ble Minister of SJE, Govt. of India, New Delhi.
3. Shri Tejindra Khanna Ji, Hon'ble L.G., Govt. of Delhi as a Head of Administrative of GNCT of Delhi.
4. Shri Gopal K. Pillai, Hon'ble Home Secretary, Ministry of Home Affairs, Govt. of India, New Delhi.
5. Shri M. Gopal Reddy, Joint Secretary (UT), Ministry of Home Affairs, Govt. of India, New Delhi.
6. Shri R.K. Chadha, Joint Secretary, Lok Sabha Secretariat SCTC Branch, New Delhi.
7. All Electronic and Print Media.

## APPENDIX IV

### Sarvajan

Pragati Chetna Kendra  
Kiran Memorial Centre for Social Justice and Economic Empowerment of Unprivileged  
Society (Regd. No. 89/2009-10)

Correspondence/Office: House No. 68A, J&K Pocket, Dilshad Garden, Delhi-95  
(Tel.) 22119534/9810717214. [E-mail: bb\\_chaudhary@rediffmail.com](mailto:bb_chaudhary@rediffmail.com)

Founder-Chairman : B. BHUSHAN

Ref. No. KMCOSJEE/Delhi/57/2010 dated 2.12.10

Shri Gobinda Chandra Naskar,  
Hon'ble Chairman,

Parliamentary Committee on Welfare  
of Scheduled Castes and Scheduled Tribes  
137, Parliament House, New Delhi

**Subject:** *Agenda on Welfare and Interests of SCs/STs*

Respected Hon'ble Chairman, Shri Gobinda Chandra Naskar Ji,

We are pleased to bring to your kind notice some important issues of SC/ST interest which are noticed as major bottlenecks in the socio-economic development of this excluded vulnerable population of our country. Job reservation is the only silver lining in the prosperity of a small number of SCs/STs, while traditional and household micro enterprises of SCs/STs continue to deteriorate in the new era of economic reforms, adding poverty and miseries of SCs/STs. Even constitutional provision of 15% job reservation for SCs and 7.5% for STs is not wilfully met for no fault of theirs, but because of biased mind-set of the bureaucracy. There is no mechanism to ensure effective implementation of DoPT OMs on SCs/STs. If challenged in the court, GoI Policy is not properly defended. **In the overall interests of SCs/STs, we suggest the following agenda for consideration by the Parliamentary Committee on the Welfare of SCs/STs.**

**I. Agenda No. 1 :** NDMC (New Delhi Municipal Council) under Ministry of Home Affairs—Discrimination and Victimization of Special Drive Appointees

Teachers of Navyug Schools of NDMC because of Gross violation of DoPT OMs and non-compliance of Hon'ble Prime Minister's directive on Special SC/ST recruitment Drive to fill up the backlog reserved vacancies in a time bound manner.

(i) A group of Special Drive Appointees—Teachers of Navyug Schools of NDMC met you personally in your chamber in Parliament and apprised you with a representation highlighting their service problems and their victimization and sufferings for no fault of theirs, but because of biased mind-set and adamant attitude of NDMC/Navyug School Authority for not implementing GoI Policy and DoPT OMs on Special Drive. Their service grievances are as noted below:—

(a) In 2004, GoI formulated a Special SC/ST Recruitment Drive Policy to fill up the backlog of all the reserved vacancies in a time bound manner. The Committee of Secretaries headed by former Cabinet Secretary met in June 2006 and *inter-alia* decided that: "All Ministries/Departments will put in extra efforts and fill up all

the backlog vacancies of SCs and STs by the end of September, 2006, as directed by Prime Minister.” Besides DoPT issued several reminders and instructions in this regard; these are (i) DoPT OM. No. 36038/1/2004-Estt. (Res.) dated the 5th August 2004, (ii) No. 36038/1/2004-Estt. (Res.) dated 29.11.2004, (iii) No. 36038/1/2004-Estt. (Res.) dated 31.01.2006, (iv) 36038/1/2004-Estt. (Res. No.) dated the 3rd October, 2006, (v) No. 36033/2/2006-Estt. (Res.) dated 12.10.2007, (vi) No. 36033/1/2007-Estt. (Res.) Dated the 15th July, 2008. Not a single DoPT OM including PM’s directive has been implemented by NDMC.

(b) However, NDMC arbitrarily appointed SC/ST teachers on Contract basis without any valid reasons that too under Special Drive Programme launched in 2005, 2006 and 2007 to fill up the backlog reserved vacancies. How could Contract appointment be made against regular sanctioned posts and be continued for more than 3-4 years, though Contract appointment is for a very short period for the specific reason such as Leave or Maternity Leave of a teacher? Filling of backlog vacancies is not related to contract appointment. We find that contract appointment was arbitrary, illegal and against GoI Policy/DoPT Instructions. When Special Drive Appointees raised their voice for regularisation of their services against the backlog reserved vacancies for which they were appointed, NDMC forced them to appear in the Common Written Test held for recruitment of general category. However, When they qualified the written test also, a bogus Selection Committee comprising all Babus of NDMC not competent to assess the selection of teachers, was constituted, who revengefully and deliberately did not select them, ignoring their Merit and their best teaching record in the Navyug Schools for more than 3-4 years, their special achievement of winning awards for their Schools, gone for CBSC Paper Checking and higher academic record from Reputed University like Delhi University, while Candidates with inconsistencies in their qualification and teaching experience, less competent as per standard of their educational qualifications and teaching experience were selected. How the Special Drive Appointees could be failed in interview by the Selection Committee of NDMC, when they had already qualified the Interview conducted by the earlier Selection Committee of NDMC comprising all teaching professionals. Termination of the Services of Special drive teachers appointed in 2005, 2006 and 2007 against the Backlog of regular reserved vacancies, was a clear cut violation of DoPT Order, which stresses that “If offer of appointment has been issued to the selected candidate, the vacancy may be treated to have been filled.” This shows deliberate victimization of Special Drive SC Teachers.

(c) Discrimination against Dalit Candidates in recruitment of TGT teachers. NSES/ NDMC recruited more and extra SC TGT candidates in one redundant category than the required reserved posts so as to complete reserved quota of TGT Posts. For example, of the total 7 sanctioned posts of TGT Work Exp., 5 SC/ST have been selected—4 extra SC/ST against one required SC reserved quota, while in main stream, SC TGT were appointed less than the required quota. This clearly shows great discrimination against Dalit in recruitment of TGT Teachers as well as violation of DoPT OM No. 36038/1/2004-Estt. (Res.) dated the 5th August 2004 on Post-wise reservation, which clearly mentions that backlog vacancies may be identified post-wise and filled accordingly under special drive.

(d) Recent NDMC advertisement of PGT Post is another violation of DoPT's OM on Post-wise Recruitment of SCs/STs. There is again discrimination against Dalit Candidates in recruitment to PGT Posts in Navyug Schools.

(e) NSES/NDMC has also taken an unconstitutional step to abolish reservation in direct recruitment of Teachers at PGT level by amending Recruitment Rules to provide 100% departmental promotion with the sole aim of abolishing backlog reserved vacancies of PG Level and stop further entry of SCs/STs at PG Level. Hence this is a violation of DoPT Order which mentions that interests of SCs/STs may not be affected while amending RRs.

## II. Agenda No. 2 : Strict compliance of GoI Policy/DoPT Rules on SCs/STs

As per DoPT, it is the responsibility of the administrative Ministry to ensure effective implementation of GoI Policy/DoPT Orders on SCs/STs. The poor Special Drive SC Teachers of Navyug Schools of NDMC had made several representations to Chairman, NDMC, Home Ministry—Joint Secretary and Secretary (Home) and also to Joint Secretary and Secretary (DoPT). While Nodal Officers of the rank of Joint Secretary are nominated for this purpose. Unfortunately, nobody bothers about compliance of GoI Orders and DoPT's OMs on SCs/STs. Dr. Buta Singh, former Chairman, National Commission for Scheduled Castes sent a report and recommendations on 10th August, 2009 *vide* his D.O. letter addressed to Hon'ble Prime Minister, and Hon'ble Home Minister Shri P. Chidambaram that action taken by NDMC is illegal and unconstitutional amounting to gross violation of the GoI Policy/DoPT Instructions on Special SC/ST Recruitment Drive to fill up the backlog reserved vacancies and strongly recommended for rectifying the irregularities and also initiating departmental action against the delinquent Officers of NSES/NDMC. But, No action has been taken as yet on recommendations of the Commission. We strongly urge the Parliamentary Committee to kindly take a serious view in this regard as suggested below:—

- Call the Chairman, NDMC to appear in person before the Committee for non-compliance of GoI Policy and gross violation of DoPT Rules and discrimination and victimization of SC Teachers appointed under GoI Policy of Special Drive in 2005, 2006 and 2007.
- Call Secretary (Home) to appear in person before the Committee as to why no action was taken to ensure effective implementation of GoI Policy and Prime Minister's directive and why necessary action was not taken by the Nodal Officer-in-charge of Special Drive.
- Call Secretary (DoPT) to appear in person before the Committee for not evolving a concrete mechanism for effective implementation of GoI Policy/DoPT and disciplinary action against the erring officers.

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Submitted for kind consideration of above issues in the overall interests of SCs/STs.

Thanking you with kind regards,

Yours sincerely

Sd/-

(B. BHUSHAN)

**APPENDIX V**  
**MINUTES**  
COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND  
SCHEDULED TRIBES (2010-2011)  
(FIFTEENTH LOK SABHA)  
**TENTH SITTING**

**(07.12.2010)**

The Committee sat from 1500 to 1600 hrs. in Committee Room "B", Parliament House Annexe, New Delhi.

PRESENT

Shri Gobinda Chandra Naskar — *Chairman*

MEMBERS

*Lok Sabha*

2. Shri M. Anandan
  3. Shri Tara Chand Bhagora
  4. Shri Eknath Mahadeo Gaikwad
  5. Shri Kamal Kishore 'Commando'
  6. Shri Virendra Kumar
  7. Shri Gajendra Singh Rajukhedhi
  8. Shri Bajju Ban Riyan
  9. Shri Kodikkunnil Suresh
  10. Shri Bhausahab Rajaram Wakchaure
- Rajya Sabha*
11. Shri Lalhming Liana
  12. Shri Mukut Mithi
  13. Shri D. Raja
  14. Shri Praveen Rashtrapal
  15. Shri Veer Singh

SECRETARIAT

1. Ms. J.C. Namchyo — *Director*
2. Shri Hoti Lal — *Additional. Director*
3. Shri G. C. Dobhal — *Under Secretary*

At the outset, the Hon'ble Chairman welcomed the Hon'ble Members of the Committee. Thereafter, the Committee considered the draft Report on Action Taken by the Government on the recommendations/observations contained in the First Report (Fifteenth Lok Sabha) on the Ministry of Petroleum and Natural Gas regarding "Reservation for and employment of Scheduled Castes and Scheduled Tribes in Oil and Natural Gas Corporation Limited (ONGC)". The Committee observed that most of the Government replies in respect of recommendations/observations contained in the

report were either unsatisfactory or were left unreplied. Taking serious note of the matter, the Committee decided to take further oral evidence of the representatives of the Ministry of Petroleum and Natural Gas on the replies to the recommendations contained in the Report.

2. The Committee also informally heard the grievances of SC Ex-teachers of Navyug School Educational Society (NSES) under NDMC. The Committee further decided to take oral evidence of the representatives of the Ministry of Home Affairs, DoP&T and NDMC in the matter.

*The Committee then adjourned with a vote of thanks to the Chair.*

**APPENDIX VI  
MINUTES**

**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND  
SCHEDULED TRIBES (2010-2011)  
(FIFTEENTH LOK SABHA)  
ELEVENTH SITTING  
(15.12.2010)**

The Committee sat from 1430 to 1530 hrs. in Committee Room "D", Parliament House Annexe, New Delhi.

**PRESENT**

Shri Gobinda Chandra Naskar—*Chairman*

**MEMBERS**

*Lok Sabha*

2. Shri M. Anandan
3. Shri Harishchandra Chavan
4. Shri Bhudeo Choudhary
5. Shri Eknath Mahadeo Gaikwad
6. Shri Kamal Kishor 'Commando'
7. Dr. Chinta Mohan
8. Shri Bajju Ban Riyan *Rajya Sabha*
9. Shri Lalhming Liana
10. Shri Mukut Mithi
11. Shri Veer Pal Singh Yadav

**SECRETARIAT**

1. Dr. R.K. Chandra — *Joint Secretary*
2. Ms. J.C. Namchyo — *Director*
3. Shri Hoti Lal — *Additional Director*
4. Shri G.C. Dobhal — *Under Secretary*

**WITNESSES**

*Representatives of the Ministry of Home Affairs*

1. Shri G. K. Pillai — **Secretary**
2. Shri M. Gopal Reddy — **Joint Secretary**
3. Dr. A.K. Saxena — **Director**



*Representatives of the Ministry of Personnel, Public Grievances and Pensions  
(Department of Personnel and Training)*

1. Shri Rajeev Kapoor — Joint Secretary
2. Shri K.G. Verma — Director

*Representatives of New Delhi Municipal Council (NDMC)*

1. Shri Santosh D. Vaidya — Secretary
2. Shri Rajneesh Tingal — Director
3. Smt. Mamta Rani Aggarwal — Director

At the outset the Chairman welcomed the representatives of the Ministry of Home Affairs, Ministry of Personnel, Public Grievances and Pensions (Department of Personnel and Training) and NDMC. The Committee took serious view of the absence of Chairperson, NDMC without obtaining prior permission of Hon'ble Chairman.

2. However, the Committee took evidence of the representatives of the Ministry of Home Affairs, DoP&T and NDMC on the subject 'Termination of Services of SC Teachers appointed during a special recruitment drive in Navyug School Educational Society, NDMC'.

3. The Committee directed that the Chairperson, NDMC should be present before the Committee to which the Home Secretary agreed. The Committee, therefore, decided to hold evidence on the matter in the first week of January, 2011.

(The witnesses then withdrew)

4. A verbatim record of the proceedings was kept.

*The Committee then adjourned.*

**APPENDIX VII**

**MINUTES**

COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND  
SCHEDULED TRIBES (2010-2011)

(FIFTEENTH LOK SABHA)

**THIRTEENTH SITTING**

**(07.01.2011)**

The Committee sat from 1500 hrs. to 1615 hrs. in Committee Room "D",  
Parliament House Annexe, New Delhi.

**PRESENT**

Shri Gobinda Chandra Naskar — *Chairman*

**MEMBERS**

*Lok Sabha*

2. Shri M. Anandan
3. Shri Tara Chand Bhagora
4. Shri S.K. Bwiswmuthiary
5. Shri Bhudeo Choudhary
6. Shri Kamal Kishor 'Commando'
7. Shri Virendra Kumar
8. Shri Kodikkunnil Suresh *Rajya*  
*Sabha*

9. Shri Lalhming Liana
10. Shri D. Raja
11. Shri Praveen Rashtrapal
12. Shri K.B. Shanappa
13. Shri Veer Pal Singh Yadav

**SECRETARIAT**

1. Dr. R. K. Chadha — *Joint Secretary*
2. Shri Hoti Lal — *Additional Director*
3. Shri G. C. Dobhal — *Under Secretary*

## WITNESSES

*Representatives of the Ministry of Home Affairs*

1. Shri G. K. Pillai — Secretary
2. Shri B. Bhamathi — Additional Secretary
3. Shri M. Gopal Reddy — Joint Secretary

*Representatives of the Ministry of Personnel, Public Grievances and Pensions  
(Department of Personnel and Training)*

1. Ms. Mamta Kundra — Joint Secretary
2. Shri K.G. Verma — Director

*Representatives of New Delhi Municipal Council (NDMC)*

1. Shri Parimal Rai — Chairman
2. Shri Santosh D. Vaidya — Secretary
3. Shri R.K. Gaur — Director (Personnel)
4. Smt. Mamta R. Aggarwal — Director (Education)

2. At the outset the Chairman welcomed the representatives of the Ministry of Home Affairs, Ministry of Personnel, Public Grievances and Pensions (Department of Personnel and Training) and NDMC to the sitting of the Committee.

3. The Committee then took further evidence of the representatives of the Ministry of Home Affairs DoP&T and NDMC on the subject 'Termination of Services of SC Teachers appointed during the special recruitment drives to clear the backlog of SC/ST teachers during the years 2005, 2006 and 2007 in Navyug School Educational Society, (NSES) NDMC'. The Committee desired that NDMC in consultation with the Ministry of Home Affairs and Department of Personnel and Training should find a way out to accommodate the terminated 10 SC teachers in NSES against SC quota and inform the Committee within one month.

(The witnesses then withdrew)

4. A verbatim record of the proceedings was kept.

5. The Committee also decided to undertake study tour to Kolkata, Agartala, Guwahati and Itanagar in the first week of February, 2011.

*The Committee then adjourned.*

## APPENDIX VIII

### NAVYUG SCHOOL EDUCATIONAL SOCIETY

#### MEMORANDUM OF ASSOCIATION

1. The name of the Society is the "Navyug School Educational Society" (hereinafter referred to as the Society).
2. Status of the Society is an Educational Society.
3. The registered office of the Society will remain situated in Union Territory of New Delhi. At present it has the following address:—

"Navyug School,  
Peshwa Road,  
New Delhi.
4. The objects for which the society is established are:—
  - (a) to establish, endow, maintain, control and manage schools (hereinafter called "Navyug School") and to do all acts and things necessary for or conducive to the promotion of such schools which will have the following objectives:—
    - (i) to provide good quality modern education—including a strong component of inculcation of values, awareness of environment, adventure, activities and physical education to the talented children predominantly from the lower middle income group without regard to their families' socio-economic condition.
    - (ii) to provide facilities, at a suitable stage, for instruction through a common medium, *i.e.* Hindi and English.  
understanding of the common and composite heritage of people.
  - (b) to do all such things as may be considered necessary, incidental or conducive to the attainment of all or any of the objectives of the Society.
5. The income and property of the Society, howsoever, derived, shall be applied towards the promotion of the objects thereof as set forth in this memorandum of Association subject to such condition or limitation as NDMC may, from time to time impose. No part of the income and property of the society shall be paid or transferred, directly or indirectly by way of dividends, bonus or otherwise, howsoever by way of profits, to the persons or at any time have been members of the Society or to any of them or to any persons claiming through them or to any of them provided that nothing herein contained shall prevent the payment in good faith or remuneration to members thereof or other person in

return for any services rendered to the Society or of travelling allowance or other similar charges. No members of the Society shall have personal claim on any moveable or immovable properties of the Society or make any profits whatsoever by virtue of his membership.

6. The New Delhi Municipal Committee may, from time to time, appoint one or more person to review the work and progress of the Society and to hold enquiries into the affairs thereof.

7. The New Delhi Municipal Committee may *suo moto* or on the representations it may considered necessary for furtherance of the objectives of the Society and for ensuring its proper and effective functioning and the Society shall be bound to comply with such directions.

8. The names and addresses and occupation of the Members of the Navyug Educational Society to whom by the rules of the Society the Management of its affairs is entrusted, are as follows, as required under Section 2 of the Societies Registration Act XXI of 1860 (as applicable to the Union Territory of Delhi):—

Sl.No.	Name	Designation	Address	Occupation
1.	Mrs. Rama Murali, Financial Adviser, N.D.M.C.	Chairperson	N.D.M.C.	Govt. Service
2.	Dr. M.C. Mathur, Director (Edn.) N.D.M.C.	Member Secy.	N.D.M.C.	Govt. Service
3.	Dr. M.N. Siddiqui, Principal	Member	Crescent Public School, Darya Ganj	Service
4.	Mr. A.K. Chawla, Principal	Member	DAV Public School, Pahar Ganj	Service
5.	Mr. N. Tangri, Principal	Member	Springdales School, Pusa Road, N. Delhi	Service
6.	Mrs. V. Parthasarthy, Principal	Member	Sardar Patel Vidyalaya, Lodhi Estate, N. Delhi	Service
7.	Miss Geeta Dudeja, Headmistress	Member	Junior Modern School, Humayun Road, N. Delhi	Service
8.	Mr. A.K. Prasad, Dy. Financial Adviser	Treasurer	N.D.M.C.	Govt. Service

**9. Desirous Persons:** We the following persons whose names, addresses and occupation are given below, having associated ourselves for the objects mentioned in this memorandum of Association, do hereby subscribe our names to this Memorandum

of Association and set out hands hereto to form ourselves into a Society namely:—  
Navyug School Educational Society under Act XXI of 1860:—

Sl. No.	Name & Address	Occupation	Signatures
1.	Mrs. Rama Murali, Financial Adviser, N.D.M.C., N. Delhi	Govt. Service	Sd/-
2.	Dr. M.C. Mathur, Director (Edn.) N.D.M.C., N. Delhi	Govt. Service	Sd/-
3.	Dr. M.N. Siddiqui, Principal, Crescent School, Zeenatul Masajid, Darya Ganj, N. Delhi	Service	Sd/-
4.	Mr. A.K. Chawla, Principal, DACV Public School Orgn. Pahar Ganj, Delhi	Service	Sd/-
5.	Mr. N. Tangri, Principal, Springdales School, Pusa Road, New Delhi	Service	Sd/-
6.	Mrs. V. Parthasarathy, Principal, Sardar Patel Vidyalaya, Lodi Estate, N. Delhi	Service	Sd/-
7.	Miss Geeta Dudeja, Headmistress, Jr. Modern School, Humayun Road, N. Delhi	Service	Sd/-
8.	Mr. A.K. Prasad,	Govt. Service	Sd/-
9.	Mr. R.C. Sharma Legal Officer NDMC, New Delhi.	Govt Service	Sd/-
10.	Shri V.P. Chetal, Chief Engineer (C), N.D.M.C., New Delhi	Govt. Service	Sd/-
11.	Shri J. N. Rohatagi, Chief Engineer (E), N.D.M.C., New Delhi	Govt. Service	Sd/-
12.	Ms. Rajbala, Principal, Navyug School, Peshwa Road, New Delhi	Service	Sd/-

"NAVYUG SCHOOL EDUCATIONAL SOCIETY"

RULES AND REGULATIONS

CHAPTER-I

1. NAME The name of the Society shall be "The Navyug School Educational Society".
2. STATUS The Society is an Educational Society.
3. REGISTERED OFFICE The Registered Office of the Society shall be situated at Senior Navyug School, Peshwa Road, New Delhi-110001.

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CHAPTER-II

The General Body of the Society will consists of the following members:—

5. MEMBERSHIP AND GENERAL BODY
  1. President/Administrator, NDMC (Patron).
  2. Chairman.
  3. Secretary, NDMC.
  4. Financial Adviser, NDMC.
  5. Dy. Financial Adviser, NDMC.
  6. Director (Education), NDMC.
  7. Chief Engineer (Elect.), NDMC.
  8. Chief Engineer (Civil), Administration or his nominee.
  - 12-15. Principals/HMs of Navyug Schools.
  - 16-19. Four Principals from reputed Public Schools to be nominated by the President/Administrator.
  20. N.C.E.R.T. (One representative).
  21. S.C.E.R.T. (One representative).
  22. D.I.E.T. (One representative).
  - 23-24 Two representatives of Teachers of the Navyug Schools.
  25. A distinguished public figure nominated by the Chairman on the recommendation of the Director (Edn.) NDMC.
- No other member shall be admitted being a Govt. Society.
6. POWERS DUTIES AND FUNCTIONS OF THE GENERAL BODY
  - (i) to confirm the minutes of the previous meeting;
  - (ii) to consider and adopt the annual report whenever it is due;
  - (iii) to consider and adopt the statement of account.
  - (iv) consideration and approval of the Budget, whenever it is due;

(v) consideration of the subjects of which notice has been given;

(vi) consideration of such matters that have been tabled in the meeting;

(vii) consideration of matters not included in the Agenda but which are brought before the Governing Body with the permission of the Chairman.

7. MEETINGS OF THE (a) The General Body shall meet ordinarily once a year.

GENERALBODY (b) Notice of such meeting with time, date and place shall be sent to the Members atleast 10 days before the date of the Meeting and the Agenda shall be sent atleast 7 days before the date of Meeting.

(c) Notice or Resolutions duly proposed and seconded and subject for the consideration of the Governing Body shall be got ready by the Member Secretary atleast 15 days before the date of the meeting.

(d) Such Resolutions and subjects as are admitted by the Chairman shall be communicated to the members of the Governing Body 7 days before the date of the Meeting.

(e) The quorum of the Meeting shall be atleast 50% Members of the General Body.

(f) Save as otherwise provided in the Societies Registration Act and in these Rules all matters before the Governing Body shall be decided by a simple majority of votes. In case of equal number of votes, the Chairman shall have the casting vote in addition to his own vote.

(g) The Chairman shall preside over the Meeting of the Governing Body. In the absence of the Chairman, one of the Member elected by the Members of the Governing Body shall preside.

(h) All members will have right to vote and to attend all meetings.

8. ROLL OF MEMBERS The Society shall keep a roll of Members as mentioned in Rule no. 5 giving their addresses and occupations and every Member shall sign the same. If a Member of the Society changes his address, he shall notify his new address in the roll of address, his address in the roll of Members shall be deemed to be his address.

9. DURATION OF MEMBERSHIP

Where a person becomes a Member of the Society by reason of the office of appointment he holds, his Membership of the Society shall *ipso-facto* terminate when he ceases to hold that office or appointment.



10. TERMINATION & The Governing Body which nominates or appoints a person to RESIGNATION be a Member of the Society shall have the power to terminate that Membership at any time by a notice assuming reasons for termination and to nominate or appoint another person in his place. A Member of the Society or the Governing Body shall cease to be such a Members, if—

(a) he/she becomes of unsound mind, becomes insolvent or is convicted of a criminal offence involving moral turpitude; or

(b)he/ she does not attend three consecutive Meetings of the Society of the Governing Body without obtaining permission from the Chairman of the Society, However, this provision.

(c)The resignation from the Membership of the Society shall be tendered in writing to the Secretary and shall not take effect until it has been accepted on behalf of the Society by the Chairman.

(d) Any vacancy in the Membership of the Society caused by any of the reasons mentioned above shall be filled up by nomination or appointment as the case may be.

(e)The Society or the Governing Body shall function notwithstanding that any person who is entitled to be a member by reason of his office, is not a Member of the Society or the Governing Body for the time being and notwithstanding any other vacancy whether by non-appointment or otherwise and no Act or Proceedings of the Society or the Committee shall be invalidated merely by the reason of the happening of any defect in the appointment or nomination of Member of the Society or the Committee.

CHAPTER-III

11. GOVERNING BODY

Governing Body of the Society shall consist of the following 8 Members to be nominated by the President/Administrator, N.D.M.C:—

(i)Chairman, 1, At present F.A. of N.D.M.C. shall be the Chairman.

(ii) Member Secretary 1, At present the Director (Edn.) of N.D.M.C. shall be the Member Secretary.

(iii)Treasurer 1, At present Dy. F.A. of N.D.M.C. shall be the Treasurer.

(iv)..... Members 5.

Further distinguished academicians/educationists, not less than 4 at a time, 2 of whom shall be the Principals of distinguished public schools in N.D.M.C. area will be nominated by the President/Administrator of N.D.M.C. as co-opted Members of the Governing Body.

12. **TERMS OF OFFICE** The office bearers of the Society *i.e.* the Chairman by virtue of **BEARERS OF THE** their office and not in their individual capacity. They shall **SOCIETY** cease to hold the office in the Governing Body of the Society after they cease to hold their respective office in the N.D.M.C. Otherwise, the term of the office bearers of the Society including its 5 Members shall be one year, unless otherwise decided by the General Body upto a maximum period of 5 years.

13. **POWERS AND** (i) The Governing Body shall be the supreme body of the **FUNCTIONS OF** Society. Its decision in all matters not expressly provided for **THE GOVERNING** in these rules shall be final.
- BODY** (ii) The powers and functions of the Governing Body of the Society are:—
- (a) to lay down the policy of the Society;
  - (b) to consider and approve the aims and objectives of the Society;
  - (c) to consider and approve the annual report and the annual audited statement of accounts and balance sheet of the Society;
  - (d)..... to lay down the rules of the Society and to make .....
  - (e) to lay down the bye-laws of the Society and to make additions, deletions, amendments and alterations thereto;
  - (f) to acquire, hold, administer, pledge, mortgage, alienate and to dispose of property movable and immovable;
  - (g) to land and borrow with or without security and to raise funds and invest money for any purpose of the Society;
  - (h) to appoint Auditors and fix their remunerations;
  - (i) to appoint various Sub-committees;
  - (j) to appoint teachers and other staff of different schools run by or under the Society;
  - (k) to lay down the service rules of the teachers and staff of the schools working under the Society;
  - (l) the Society shall sue and be sued through its Member Secretary;
  - (m) to invite heads of the Schools to the meeting of the Governing Body as special invitees as and when felt necessary; to do all other functions .....

14. **POWERS AND DUTIES CHAIRMAN:** Chairman shall be the Principal executive head of the Society and subject to any decision that may be taken by the Governing Body. The Chairman shall preside over the Meetings of the Governing Body and if the Chairman is not present, then one person elected by the Members of the Governing Body in writing shall preside over the Meeting. He shall be responsible for the proper administration of the affairs of the Society and of the schools and their properties. The Chairman shall exercise general supervision and control over all schools. The Chairman shall also have other powers and duties as may be assigned or delegated to him by the Governing Body in accordance with the aims and objects of the Society. The Chairman may, with the concurrence of the Governing Body, delegate all his powers and functions to any other officer or authority appointed or established under the Rules. The Chairman shall prescribe the duties of all officers and staff of the Society and shall

**MEMBER- SECRETARY:** The Member-Secretary shall be nominated by the Chairman of the Governing Body. The Member-Secretary shall be the Secretary of the General Body and the Governing Body. The Member-Secretary shall be responsible for the fair and efficient administration of the Society. He shall be Incharge for the day-to-day administration and shall be responsible for the secretarial work of the Society. He shall keep and maintain registers, books, papers and records of the Society. He shall prepare the annual report. He shall also be the Incharge of the correspondence and communication of the Society.

He shall prepare the Agenda for the Meeting of the General Body and the Governing Body and issue notices of such Meetings.

**TREASURER:** The Treasurer of the Society shall be responsible for the maintenance of the books of accounts. He shall be responsible to the Society and the Governing Body for the proper expenditure and maintenance of funds and to arrange for the annual audit and preparation of balance sheet. To prepare budget for presentation to the Society and the Governing Body.

To receive the money and remit them in the bank or banks as decided by the Governing Body and to pay money on proper sanction.

15. MEETINGS OF THE  
GOVERNING BODY

ORDINARY MEETINGS:

(a) The Governing Body shall ordinarily meet quarterly in a year on such date or dates as may be decided by the Chairman of the Governing Body.

(b) Notice of such meeting with time, date and place shall be sent to the Members atleast 10 days before the date of the meeting and the agenda shall be sent atleast 7 days before the date of the meeting.

(c) Notice or resolutions duly proposed and seconded and subjects for the consideration of the Governing Body shall be get ready by the Member-Secretary atleast 15 days before the date of the meeting.

(d) Such resolutions and subjects as are admitted by the Chairman shall be communicated to the Members of the Governing Body 7 days before the date of the meeting.

(e) The quorum of the Meeting shall be atleast 1/4 of members of the Governing Body.

(f) Save as otherwise provided in the Societies Registration Act and in these Rules all matters before the Governing Body shall be decided by a simple majority of votes. In case of equal number of votes, the Chairman shall have the casting vote in addition to his own vote.

(g) The Chairman shall preside over the meetings of the Governing Body. In the absence of the Chairman one of the Members elected by the members of the Governing Body shall preside.

16. BUSINESS TO BE  
TRANSACTED AT  
THE ORDINARY  
MEETING OF THE  
GOVERNING BODY

At the ordinary general meeting of the Governing Body the following business shall be transacted:—

(a) Confirmation of the Minutes of the previous meeting.

(b) Business arising out of the previous minutes.

(c) Consideration and adoption of the Annual Report, whenever it is due.

(d) Consideration and adoption of the statement of accounts and balance sheet whenever it is due.

(e) Consideration and approval of the budget, whenever it is due.

(f) Consideration of the Subjects of which the notice has been given.

(g) Consideration of such matters as have been cabled for the meeting.

(h) Consideration of matters not included in the agenda but which are brought before the Governing Body with the permission of the Chairman.

17. THE ADJOURNED ORDINARY MEETING If after half an hour after the time appointed for the meeting the quorum is not present, the meeting shall stand adjourned to the next day at the same time and place and at such adjourned meeting notwithstanding want of quorum the members present may transact the business tabled for the meeting but no other
18. SPECIAL MEETING (a) A special Meeting may be convened either by the Chairman or by the Member Secretary in consultation with the Chairman for transaction a specified business.
- (b) A Special Meeting of the Governing Body shall also be convened on receipt of the written requisition of atleast 1/3 of the Members of the Governing Body for transacting the business specifically mentioned in the requisition.
- (c) Notice of such Special Meeting with the date, place and time and the agenda shall be given not less than a week before the meeting.
- (d) The quorum for any such meeting shall be 1/2 of the Members of the Governing Body.

#### CHAPTER - IV

19. SOURCE OF INCOME & UTILIZATION OF FUNDS The Society shall be fully funded by the N.D.M.C. by way of grant-in-aid as being educational society. The Society may also raise funds of its own and accept donations. All the income of the society shall be utilised to achieve the aims and objects of the society

#### CHAPTER -V

20. FINANCIAL YEAR The financial year of the Society shall be from 1st April to 31st March of every English Calendar year.
21. AUDIT OF ACCOUNTS The accounts of the Society shall be audited annually by the qualified Auditors to be appointed by the Governing Body.
22. OPERATION OF BANK ACCOUNTS The bank account of the Society shall be opened in a nationalised bank. The Bank account of the Society shall be operated by any two out of three Members of the Governing Body including its Member-Secretary, to be specially authorised by the Governing Body by a Resolution.
23. ANNUAL LIST OF GOVERNING BODY (SECTION 4 OF ACT) Once in every year a list of the office bearers and members of the Governing Body shall be filed with the the Registrar of Societies, Delhi as required under Section 4 of the Societies Registration Act, 1860.

24. LEGAL PROCEEDINGS (SECTION 6 OF THE ACT) The Society may sue or be sued in the name of President, Secretary as per provisions laid down under Section 6 of the Societies Registration Act, 1860 as applicable to the Union Territory of Delhi.
25. AMENDMENT Any amendment in the Memorandum of Association or rules will be carried out in accordance with procedure laid down under Section 12 & 12-A of Societies Registration Act, 1860.
26. DISSOLUTION AND ADJUSTMENT OF AFFAIRS: If the Society need to be dissolved, it shall be dissolved as per the provision laid down under Section 13 & 14 of the Society Registration Act, 1860, as applicable to the Union Territory of Delhi.
27. APPLICATION OF THE ACT: All the provisions under all the sections of the Societies Registration Act, 1860, as applicable to the Union Territory of Delhi shall apply to the Society.
28. ESSENTIAL CERTIFICATE Certified that this is the correct copy of Rules and Regulations of the Society.

Sd/-  
(RAMA MURALI)  
Chairman  
F.A., NDMC

Sd/-  
(DR. M.C. MATHUR)  
Member-Secretary  
Director (Edn.)

Sd/-  
(A.K. PRASAD)  
Treasurer  
Dy. F.A.

APPENDIX X

ॐ द्वायकतुद

M U K U L W A S N I K I k e k t u d U ; k ; v k S j v f / k d k f j r k



Hkjr ljdkj  
MINISTER  
SOCIAL JUSTICE AND EMPOWERMENT  
GOVERNMENT OF INDIA

Dear Shri P. Chidambaram ji,

1 June, 2010

A delegation of SC/ST teachers, who were appointed against the backlog vacancies on contract basis by the Navyug School Educational Society (NSES) under the New Delhi Municipal Council (NDMC), called on me recently and handed over a representation, a copy of which is enclosed. According to the representation, the services of these SC/ST teachers have been illegally terminated by NSES. On receipt of the representation, my Ministry had called for a report from NDMC. We have received a report from NDMC and also supplementary information obtained by the delegation through RTI from NSES. It is seen that the services of SC/ST teachers have been terminated, whereas the services of employees in similar circumstances belonging to general category have been regularized.

Incidentally, I also wish to inform you that PMO also forwarded a communication received from Chairman, National Commission for Scheduled Castes (NCSC) regarding termination of services of SC/ST teachers appointed by Navyug Schools. The matter was also taken up by the Joint Secretary in this Ministry with your Ministry *vide* his letter dated 2.3.20 10 and followed up by a reminder dated 9.4.20 10 (copies enclosed) requesting for examination of the case and submission of comments on priority. However, reply from the Ministry of Home Affairs is awaited.

I shall be grateful if you kindly have the matter examined and take necessary action at the earliest possible.

With regards,

Yours sincerely,

Sd/-  
(Mukul Wasnik)

Shri P. Chidambaram  
Hon'ble Minister of Home Affairs,  
North Block,  
New Delhi.

**APPENDIX X**



D.O. No. U-16015/2/2010, Delhi-1

खगेअह  
हकृर  
ubZfinYyh&110001  
HOME MINISTER  
INDIA  
NEW DELHI-110001

22.6.2010

Dear Shri Mukul Wasnikji,

Please refer to your D.O. letter No. 19020/55/2009-SCD(VI) dated 4th June 2010 regarding the representation by the members of Scheduled Castes/Scheduled Tribe community earlier appointed on contract basis by the Navyug Educational Society (NSES) under NDMC.

2. In this regard, I am to inform you that this Ministry is already seized of the matter. Based on the comments received from the concerned quarters, this Ministry *vide* letter dated 10.6.2010 has directed the Chairman, NDMC to dispose of various representations received in the matter through a speaking order to be issued urgently. The PMO is also being separately apprised of the above position.

With regards,

Yours sincerely,

Sd/-  
(P. Chidambaram)

Shri Mukul Wasnik  
Minister of Social Justice and Empowerment,  
Government of India,  
Shastri Bhavan,  
New Delhi-110001.



**APPENDIX XI**

**Time Bound**

Dr. A.K. Saxena  
Director (Delhi)  
Tele/Fax: 23094387  
[Email: dirdelhi@nic.in](mailto:dirdelhi@nic.in)

D.O. No. 16015/2/2010-Delhi-11

15th October, 2010

Dear Sir,

Kindly refer to this Ministry's letter of even number dated the 20th September, 2010 (copy enclosed) regarding alleged violation of the Govt. policy in filling up of backlog vacancy for SC/ST in Navyug Schools of the NDMC. The information sought for therein is awaited from the NDMC despite D.O. reminder dated 24th September, 2010. In the meanwhile, we have received another reference dated 7th October, 2010 from Shri Gobinda Chandra Naskar, MP and Chairman, Parliamentary Committee on the Welfare of SCs & STs forwarding a representation of Shri Hakam Singh & Ors. (copy enclosed).

2. I shall be grateful if the desired information is sent to us immediately.

With kind regards,

Yours sincerely,

Sd/-  
(A.K. SAXENA)

Shri Parimal Rai  
Chairperson  
New Delhi Municipal Council  
Palika Kendra, Sansad Marg  
New Delhi-110001.

## APPENDIX XII



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GOVERNMENT OF INDIA  
NATIONAL COMMISSION FOR SCHEDULED CASTES

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BUTA SINGH  
CHAIRMAN

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5TH FLOOR, LOK NAYAK BHAWAN,  
KHAN MARKET, NEW DELHI-110003.  
Tel: (O) 011-24632298, 24620435  
Fax: 011-24632298

F. No. H-3/Delhi-22/08-SSW-I

Dated: 24-5-20 10

**SUBJECT :** *Alleged irregularities in implementation of reservation policy in Navyug School Educational Society (NSES)*

Sir,

Reference is related to your letter No. D/102/Dir.(Edu.)/2010 dated 18th May, 2010 forwarding therewith a copy of report submitted by the Navyug School Educational Society (NSES) to Ministry of Home Affairs (MHA) in response to my communication dated 15th April, 2010 addressed to Union Home Secretary, Government of India.

In my report sent to MHA, I had specifically referred to the complaints received by the Commission from the applicants who were employed on contractual basis on the basis of Special Recruitment drive undertaken by the NSES to fill up the backlog reserved vacancies during the year 2005, 2006 and 2007. On going through the present report of NSES as well as other previous records on the subject, I have noticed that after the subsequent Recruitment drive undertaken by NSES in the year 2008, the backlog reserved vacancies have been filled up on regular basis. Further, various pronouncements of the Apex Court prevents regularization of contractual appointments made earlier.

In view of the above, the Commission accepts the report of NSES in following the reservation policy of the Government of India in letter and spirit. I am endorsing a copy of this letter to MHA from closing the case.

Yours sincerely,

Sd/-

(Buta Singh)

Shri Parimal Rai,  
Chairman,  
New Delhi Municipal Corporation,  
Sansad Marg,  
New Delhi.

### APPENDIX XIII

MINUTES OF THE MEETING OF BOARD OF GOVERNORS OF NAVYUG SCHOOL  
EDUCATIONAL SOCIETY HELD ON 24.03.2008 AT 3.00 PM IN THE COUNCIL  
ROOM, PALIKA KENDRA NEW DELHI-110001

Present:

1. Shri Parimal Rai, Chairman, NDMC/NSES
2. Smt. Tajdar Babar, Vice-Chairperson, NDMC/NSES
3. Shri Vikram Dev Dutt, Secretary, NDMC/Member Secretary, NSES
4. Shri R.C. Meena, Director (Estate)/Member, NSES
5. Shri R.K. Jain, Director (Accounts)/Addl. FA/Treasurer, NSES
6. Shri Rakesh Kumar, President, Navyug School Teachers Welfare Association
7. Smt. Ravijot Sandhu, General Secretary, Navyug School Teachers Welfare Association

The following items were taken up:

Sl. No.	Item	Decision
1.	Confirmation of the Minutes of the last B.O.G. meeting held on 27.07.2007	Minutes of the meeting of B.O.G. held on 27.07.2007 were confirmed.
2.	Annual Report of the Navyug Schools for the year 2006-2007	The Annual Report for the year 2006-2007 was placed before the Board of Governors. The B.O.G. noted the high levels of academic performance including the results of Class X and Class XII of Navyug Schools and placed on record their appreciation for the effort put in by the entire Navyug fraternity. The B.O.G. further desired that the benchmark for the academic and all round performance should be continually upgraded to achieve even higher levels of performance in future.
3.	Post fixation of the Non-teaching staff of NSES Head Office and the Navyug Schools	Post fixation of the Non-teaching staff was approved by the Board of Governors in respect of NSES Head Office and the Navyug Schools.

Sl. No.	Item	Decision
4.	Regularization of the services of existing employees working on <i>ad hoc</i> /contract basis against the post of Accounts Clerk-cum-Cashier	The Board of Governors approved the regularization of existing employees working on <i>ad hoc</i> basis against the post of Accounts Clerk-cum-Cashier.

#### Table Item

#### *Modification of Recruitment Rules for the Post of Post Graduate Teachers in various subjects providing 100% Departmental Promotion*

The Board of Governors approved the modification of Recruitment Rules for the post of Post Graduate Teachers in various subjects providing 100% Departmental Promotion.

#### OTHER ISSUES

1. The Vice-Chairperson, NSES raised the issue of promotion of 3rd Indian Language, *i.e.* Urdu and Punjabi in all the Navyug Schools on the lines of NDMC Schools. In this regard it was desired that the matter may be examined separately and placed before the Competent Authority for decision.
2. The teacher's representatives also raised the issue of Medical Facilities, Hitkari Nidhi Yojana and modification of Recruitment Rules for the post of Principal for providing 100% departmental promotion like PGT/Vice-Principal on the lines of NDMC. It was decided by the Board that these issues should be administratively examined and placed before the next B.O.G. meeting for consideration.

Sd/-  
(PARIMAL RAI)

Sd/-  
(VIKRAM DEV DUTT)

**APPENDIX XIV**  
**NAVYUG SCHOOL EDUCATIONAL SOCIETY**

Head Office, N.P. Primary School  
Hanuman Road, New Delhi-110001

No.1872/NSES/MSECY/2010

Dated 11/8/2010

1. Shri. Rahul Kumar Sultana, B-3B/53-B, Janakpuri, New Delhi-110058
2. Shri Hukam Singh, B 510/8 Sector-16, Rohini, New Delhi-110089

**Subject:** *Information under RTI Act, 2005*

With reference to your application dated 29.08.20 10 the information as asked for as under:

1. The B.O.G. of NSES, upon considering various factors/aspects, decided to regularize the services of the following teaching and non-teaching staff working on contract/*ad-hoc* basis.

Sl.No.	Name	Designation	Year of regularization	Category
1.	Shri Anil Kumar Singh	School Counsellor <i>cum</i> -Guidance Teacher	1999	UR
2.	Ms. Upma Chandla	Stenographer	2006	UR
3.	Shri Asim Ali Jafri	Junior Clerk- <i>cum</i> -typist	2006	UR
4.	Ms. Aparna Saikia	Junior Clerk- <i>cum</i> -typist	2006	ST
5.	Ms. Pushpa Vats	Junior Clerk- <i>cum</i> -typist	2006	UR
6.	Shri Bhupinder Dahiya	Driver	2006	SC
7.	Shri Chander Bhan Rai	Accounts clerk- <i>cum</i> -cashier	2008	UR
8.	Ms. Dimple Talwar	Accounts Clerk- <i>cum</i> -cashier	2008	UR
9.	Shri Inder Bhushan Kumar	Accounts clerk- <i>cum</i> -cashier	2008	UR
10.	Shri Jawahar	Chowkidar	2006	UR
11.	Ms. Jamka Devi	Bal Sahaika	2006	UR
12.	Shri Krishnanand	Peon	2006	UR

Sl.No.	Name	Designation	Year of regularization	Category
13.	Shri Ramanand	Peon	2006	OBC
14.	Shri Bajrangi Ram	Chowkidar	2006	SC
15.	Shri Arun	Chowkidar	2006	SC
16.	Shri Sonu Kumar	Peon	2006	SC
17.	Shri Puran Shah	Peon	2006	UR
18.	Shri Manoj	Chowkidar	2006	UR
19.	Shri Mahinder	Chowkidar	2006	SC
20.	Ms. Shalini Tyagi	Bal Sahaika	2006	UR
21.	Shri Rakesh	Sweeper	2006	SC

2. Photo copies of the offer letter along with the minutes of meeting approved by B.O.G. may be collected from the NSES Head Officer on payment as prescribed under RTI Act.

APPENDIX XV



GOVERNMENT OF INDIA  
NATIONAL COMMISSION FOR SCHEDULED CASTES

(A Constitutional body set up under Article 338 of the Constitution of India)

File No.H-3/Delhi-22/08/SSW-I

5th Floor,  
Loknaya Bhawan,  
Khan Market,  
New Delhi-110003  
Dated 26/11/2010

To

The Chairman  
New Delhi Municipal Council (N.D.M.C.)  
Palika Kendra, IIIrd Floor  
Sansad Marg  
New Delhi -110001

**Subject:** *Representation from Shri Hakam Singh and Others, Special Drive Appointees of 2005, 2006 and 2007, New Delhi regarding violation of reservation policy for SCs in appointment of teachers and filling up the backlog SC vacancies in NSES/NDMC*

Sir,

I am directed to refer to the subject mentioned above and to say the matter was placed before the Hon'ble Chairman of the Commission and he observed that the grievances of the petitioners are genuine one as first opportunity should have been given to the teachers already working and having good academic teaching records. The NDMC can not arbitrary change rules and deprive the most eligible and competent people from joining permanent job. The Hon'ble Chairman has accordingly desired that the NDMC may be asked to give the jobs to the petitioners.

It is therefore requested that the matter may be re-considered on the Hon'ble Chairman observation's. An action taken report may also be furnished to this Commission expeditiously.

Yours faithfully,

Sd/-  
(T. THEETHAN)  
Joint Secretary

Copy to:—  
Shri Hakam Singh,  
I-510/8, Sector-16,  
Rohini, New Delhi-89.

**APPENDIX XVI****MERIT LIST**NAVYUG SCHOOL EDUCATIONAL SOCIETY  
HANUMAN ROAD, NEW DELHI

Category-wise position of candidates appeared for interview

S.No.	Date	Post	Total No. of Candidates Called	Appeared	Gen.	SC	ST	OBC	PH.	Remarks
1	2	3	4	5	6	7	8	9	10	11
1.	16/03/09	TGT (ENGLISH)	13	12	9	3	-	-	-	
2.	17/03/09	TGT (COMPUTER SCIENCE)	29	28	7	14	1	5	1	
3.	18/03/09	TGT(SCIENCE 'A' & 'B')	30	26	17	2	1	6	-	
4.	18/03/09	TGT (MATHS)	5	5	3	-	-	2	-	
5.	19/03/09	TGT(PHYSICAL EDUCATION)	13	12	1	9	1	1	-	
6.	19/03/09	TGT (MUSIC)	17	16	13	1		2	-	
7.	19/03/09	TGT (DRAWING)	8	5	1	1	-	3	-	
8.	20/03/09	TGT (WORK EXPERIENCE)	37	35	14	11	3	6	1	
9.	24/03/09 & 23/03/09	PRIMARY (HUMANITIES)	69	64	37	11	2	14	-	



10.	25/03/09 PRIMARY (SCIENCE) & 26/03/09	90	84	54	6	3	21	-
11.	27/03/09 PRIMARY (PHYSICAL EDUCATION)	35	34	13	11	2	8	-
12.	30/03/09 PRIMARY (ART)	29	26	18	2	-	6	-
13.	31/03/09 PRIMARY (MUSIC)	34	33	26	1	-	5	1
<b>TOTAL</b>		<b>409</b>	<b>380</b>	<b>213</b>	<b>72</b>	<b>13</b>	<b>79</b>	<b>3</b>

**NAVYUG SCHOOL EDUCATIONAL SOCIETY  
HANUMAN ROAD, NEW DELHI**

**G-04+SC=02**

MERIT LIST OF THE CANDIDATES, INTERVIEW HELD ON 16/03/2009

No. of Vacancy—06

SUBJECT: TGT (ENGLISH)

S No.	Roll No.	Name	Cate- Gory	D.O.B.	Qualifi- cation	Marks in Written Test (60)	Qualifi- cation Higher than RR's (05)	Teaching Experience more than prescribed in RR's (05)	Interview (30)	Total (100)	Remarks
1	2	3	4	5	6	7	8	9	10	11	12
1.	NT(E) 1381	Ritu Mehra	Gen.	11/4/1978	M.A. B.Ed.	37.8		(5)	26	68.8	G-I
2.	NT(E) 1385	Chhavi Grover	Gen.	13/1/1979	M.A. B.Ed.	41.4	Phd. (Thesis submitted)	Nil	20	61.4	G-II
3.	NT(E) 1391	Yogwati	Gen.	9/3/1983	M.A. B.Ed.	41.4	M.Phil. (Result awaited)	Nil	18	59.4	G-III Contractual Teacher at Navyug School, Peshwa Road
4.	NT(E) 1393	Mrs. Papiya Banerjee	Gen.	10/6/1965	M.A. B.Ed.	29.4	Nil	(5) 8 yrs. 6 months	24	58.4	G-IV Contractual Teacher at Navyug School, Mandir Marg
5.	NT(E) 1394	Kusum Singh	SC	21/3/1976	M.A. B.Ed.	35.4	(5) M.Phil.	Nil	17	57.4	SC-I Contractual Teacher at Navyug School

6.	NT(E) 1395	Santosh Kumari	SC	30/3/1980	MA, B.Ed.	31.2	Nil	(3) 1 yrs. 10 months	22	56.2	SC-II	Contractual Teacher at Navyug School
7.	NT(E) 1390	Surbhi Ahuja	Gen.	31/5/1975	MA, B.Ed.	22.2	Nil	(5) 9 yrs.	24	51.8	GWL-I	
8.	NT(E) 1396	Suman	Gen.	25/10/1969	BL.Ed.	39.6	Nil	(2) 2 yrs. 3 months	9	50.6	GWL-II	Contractual Teacher at Navyug School
9.	NT(E)1384	Anita Deshwal	Gen.	12/8/1975	MA, B.Ed.	34.2	Nil	(4) 4 yrs.	12	50.2		
10.	NT(E) 1382	Sonika Singh	Gen.	15/08/1976	MA.B.Ed.	38.4	M.Phil.(Result awaited)	(1) 10 months	10	49.4		
11.	NT(E) 1392	Manju Pareva	SC	2/2/1980	BA, B.Ed.	32.4	Nil	Nil	10	42.4	SCWL-I	Contractual Teacher at Navyug School, Peshwa Road Since 10/9/2007
12.	NT(E) 1383	Usha Rani	Gen.	20/02/1974	MA, B.Ed.	30	Nil	Nil	11	41		
13.	NT(E) 1389	Pratibha Sharma	Gen.	30/07/1973	MA, B.Ed.	58	34.8	M.Phil	Nil	Absent		

**NAVYUG SCHOOL EDUCATIONAL SOCIETY  
HANUMAN ROAD, NEW DELHI**

**G=02+SC=02+ST=01**

MERIT LIST OF THE CANDIDATES, INTERVIEW HELD ON 17/03/2009

No. of Vacancy—05

SUBJECT : TGT (COMPUTER SCIENCE)

Sl. No.	Roll No.	Name	Category	D.O.B.	Qualification	Marks in written test(60)	Qualification Higher than RR's (05)	Teaching Experience more than Prescribed in RR's (05)	Interview (30)	Total (100)	Remarks
1	2	3	4	5	6	7	8	9	10	11	12
1.	NTCS 1740	Swati Sahni	Gen.	23/09/1982	B.I.S. (Hons.) Information systems	40.2	(5) MCA	—	25	70.2	G-I
2.	NTCS 1691	Yogita Kumari	Gen.	19/08/1980	B.C.A	37.8	(5) MCA Diploma in Comp.Sci.	(3) 3 yrs. 11 months	15	60.8	G-II
3.	NTCS 1715	Mamta	SC	5/2/1984	B.C.A	29.4	(5) Advance Diploma in Comp. Sci.	—	20	54.4	SC-I
4.	NTCS 1675	Digambar Singh	ST	1/6/1980	BIS (Hons.), BIT	24	Nil	(5) 6 months	25	54	ST-I Contractual Teacher at Navyug School
5.	NTCS 1788	Divya Shukla	Gen.	16/7/1983	B.C.A.	38.4	—	—	15	53.4	GWL-I Taken in waiting list No.-II

6.	NTCS 1680	Naresh Kumar	SC	10/8/1982	B.Tech.	26.4	(5) Nil	Nil	22	53.4	SC-II
7.	NTCS 1697	Ankur Kumar	PH.	15/01/1984	B.C.A.	30.6	(5) M.C.A.	—	15	50.6	GWL-II
8.	NTCS 1773	Neeraja Gupta	Gen.	20/11/1979	B.C.A.	37.8	(5) M.C.A.	5 Years	7	49.8	—
9.	NTCS 1695	Onkar Singh	SC	3/4/1984	B.Sc.(Hons) Comp. Sci.	34.8	(5) M.C.A, Diploma in Comp.Sci.	—	8	47.8	SCWL-I
10.	NTCS 1699	Km. Onish Singh	SC	9/7/1980	B.C.A.	27.6	(5) M.Sc. (Comp. Sci.) PGDCP	Nil	14	47.6	SCWL-II
11.	NTCS 1700	Sheetal	Gen.	22/01/1986	B.Sc. (Comp.Sci.)	39	B.Ed.	—	8	47	
12.	NTCS 1759	Yamini	Gen.	21/03/1987	B.Tech.	37.8	Nil	—	9	46.8	
13.	NTCS 1732	Rahul Kumar Sultana	SC	25/09/1975	B.Sc. (General), 31.8 Comp.Sci.as a sub.		(5) M.C.A.	Nil	10	46.8	Not eligible (Comp.Sci. Only one subject in B.Sc., less% in B.Sc.) Contractual Teacher at Navyug School, since Jan. 2003

1	2	3	4	5	6	7	8	9	10	11	12
14.	NTCS 1794	Anuradha	OBC	21/08/1977	B.Sc. (not in Comp.Sci) thendid M.Sc. (Comp.Sci.)	36.6	—	Nil	10	46.6	Not eligible (B.Sc. not in Comp. Sci.) Contractual Teacher at Navyug School, since July, 2002
15.	NTCS 1763	Pratima Ranga	SC	8/10/1978	B.I.T.	31.2	(5) M.Tech.	—	10	46.2	
16.	NTCS 1766	Bharti	SC	13/10/1979	B.I.S. (Hons.)	34.8	(5)	Nil	5	44.8	
17.	NTCS 1783	Chandrakant Singh	SC			28.8	—	—	16	44.8	
18.	NTCS 1730	Shah Alam	OBC	10/7/1979	B.C.A	30.6	M.Sc.(Comp.) Post Graduate in Comp. Application	Nil	8	43.6	
19.	NTCS 1727	Anuranjan Kumar Mishra	Gen.	16/12/1980	B.Sc.(I.T.)	37.8	Nil	—	5	42.8	
20.	NTCS 1706	Lovely Shokeen	OBC	6/10/1985	B.C.A (Comp.Sci.)	34.2	Nil	—	8	42.2	
21.	NTCS 1765	Rahul Nogia	SC	28/12/1983	B.C.A.	36	—	Nil	5	41	
22.	NTCS 1717	Krishan Kumar	OBC	17/12/1983	B.C.A	34.2	Nil	—	6	40.2	
23.	NTCS 1739	Sheela Yadav	OBC	14/01/1986	B.Sc. (I.T.)	36	Nil	—	4	40	
24.	NTCS 1789	Hemlata	SC	27/05/1982	B.C.A.	31.2	—	—	4	35.2	

25.	NTCS 1776	Sunil Kumar	SC	15/11/1976	B.C.A.	234	—	Nil	9	324	Contractual Teacher at Navyug School, since 12/07/2006
26.	NTCS 1781	Deepti Mehra	SC	28/09/1985	B.Sc. (I.T.)	27	—	—	4	31	
27.	NTCS 1758	Ram Swroop Bairwa	SC	4/7/1982	BE(IT.)	24.6	Nil	—	4	28.6	
28.	NTCS 1787	Vijay Kumar	SC	28/12/1982	B.Tech.	24	—	—	3	27	
29.	NTCS 1785	Raju Kumar	SC	22/11/1981	B.C.A.	31.8	ADCA.	Nil	Absent		

**NAVYUG SCHOOL EDUCATIONAL SOCIETY  
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**G=01**

MERIT LIST OF THE CANDIDATES, INTERVIEW HELD ON 18/03/2009

No. of vacancy—01

SUBJECT : TGT (MATHEMATICS)

Sl. No.	Roll No.	Name	Category	DOB.	Qualification	Marks in Written Test (60)	Qualification Higher than RR's (05)	Teaching experience more than prescribed in RR's (05)	Interview (30)	Total (100)	Remarks
1.	NT(M) 1258	Puja Gupta	Gen.	16/06/1973	M.Sc. (Maths), 40.2 B.Ed.		Nil	(3) 2 yrs.	19	62.2	G-I
2.	NT(M) 1257	Asha Singhal	Gen.	22/12/1977	MA, B.Ed. 43.2		Nil	(4) 4 yrs.	14	61.2	GWL-I
3.	NT(M) 1255	Satish Kumar	OBC	6/3/1972	M.Sc., B.Ed. 32.4		Nil	(5) 6 yrs. 8 months	18	55.4	
4.	NT(M) 1253	Anita Rani	OBC	1/7/1976	M.Sc., B.Ed. 35.4		Nil	(3) 3 yrs.	16	54.4	
5.	NT(M) 1263	Sujata Kukreja	Gen.	20/6/1982	M.Sc. B.Ed. 34.2		Nil	Nil	10	44.2	(Not eligible—only primary school experience)

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G=04+SC=01+ST=01

**NAVYUG SCHOOL EDUCATIONAL SOCIETY**  
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**MERIT LIST OF THE CANDIDATES, INTERVIEW HELD ON 18/03/2009**

No. of Vacancy—06

**SUBJECT : TGT (SCIENCE)**

Sl. No.	Roll No.	Name	Category	D.O.B.	Qualification	Marks in Written Test (60)	Qualification Higher than RR's (05)	Teaching experience more than prescribed in RR's (05)	Interview (30)	Total (100)	Remarks
1	2	3	4	5	6	7	8	9	10	11	12
1.	NT(S)1313	Nidhi Lal	Gen.	6/7/74	M.Sc. (Bio Sci.), B.Ed.	42.6	Nil	(5) 7 yrs.	20	67.6	G-I
2.	NT(S)1298	Malini Gujral	Gen.	27/09/77	M.Sc. (Zoology), B.Ed.	42.6	Nil	(5) 4,6 yrs.	20	67.6	G-II
3.	NT(S)1321	Rekha	Gen.	4/8/79	M.Sc. (Botony), B.Ed.	38.4	Nil	(4) 3 yrs.	22	64.4	G-III
4.	NT(S)1342	Shruti Sharma	Gen.	3/5/74	M.Sc. (Chemistry), B.Ed.	37.8	Nil	(5) Nil	20	62.8	G-IV Contractual Teacher at
5.	NT(S)1277	Jasvir Singh	Gen.	28/06/79	M.Sc. (Physics), B.Ed.	40.2	Nil	(4) 3 yrs.	18	62.2	GWL-I Navyug School, since
6.	NT(S)1314	Monika Dogra	Gen.	22/09/82	M.Sc. (Ecology), B.Ed.	39.6	Nil	(4) 2 yrs.	18	61.6	GWL-II 1998
7.	NT(S)1307	Satya Narain Vats	Gen.	30/07/77	M.Sc. (Physics), B.Ed.	42	M. Phil.	(2) 2 yrs.	14	58	GWL-III
8.	NT(S)1294	Garima Gupta	Gen.	9/10/77	M.Sc. (Chem.), B.Ed.	42	Nil	(1) 1 yr.	15	58	
9.	NT(S)1285	Shachi Singh	Gen.	4/5/79	M.Sc. (Physics), B.Ed.	38.4	Nil	(3) 2 yrs. 10 months	16	57.4	

1	2	3	4	5	6	7	8	9	10	11	12
10.	NT(S)1287	Bharti	Gen.	28/12/81	M.Sc.(Org./Chemistry) B.Ed.	34.2	Nil	(3) 2 yrs. 2 months	20	57.2	SC-I
11.	NT(S)1308	Neeraj Gupta	Gen.	10/2/75	M.Sc. (Chemistry), B.Ed.	39.6	Nil	(4) 6 yrs.	12	55.6	
12.	NT(S)1299	Pawan Kumar	Gen.	15/08/77	M.Sc. (Physics), B.Ed.	38.4	Nil	(2) 1 yr. 8 months	15	55.4	
13.	NT(S)1332	Yogesh Mudgal	Gen.	27/01/76	M.Sc. (Physics), B.Ed.	47.4	Nil	(4) 6 yrs.	4	55.4	
14.	NT(S)1310	Renu Kumari	Gen.	21/05/78	M.Sc. (Environment Studies), B.Ed.	37.8	Nil	(3) 2 yrs. 8 months	14	54.8	
15.	NT(S)1293	Sheetal	Gen.	17/08/75	M.Sc. (Physics), B.Ed.	41.4	Nil	(1) 7 months	12	54.4	
16.	NT(S) 1346	Rekha Kumari	OBC	6/12/82	B.Sc., B.Ed.	41.4	Nil	Nil	13	54.4	OBC-I
17.	NT(S)1288	Shashi Bala	Gen.	10/7/70	M.Sc.(Bio.), B.Ed.	41.4	Nil	(3) 3 yrs.	8	52.4	
18.	NT(S) 1345	Geeta Chaudhary	SC	26/06/75	M.Sc. (Zoology), B.Ed.	33	(5) M.Phil	Nil	12	50	WLSC-I Contractual Teacher at Navyug School, since 2006
19.	NT(S) 1341	Rana Singh	OBC	17/12/76	M.Sc. (Physics), B.Ed.	37.8	Nil	(3) Nil	9	49.8	Contractual Teacher at Navyug School, since 2002
20.	NT(S)1338	Rashmi J.S. Thapa	Gen.	25/08/77	M.Sc. (Geology), B.Ed.	41.4	Nil	Nil	7	48.4	Contractual Teacher at Navyug School, since 2007
21.	NT(S)1286	Ananta Rani Sharma	Gen.	17/11/69	B.Sc., B.Ed.	37.2	M.Ed.	(2) 1 yrs. 4 months	8	47.2	

22.	NT(S)1316	Om Parkash Saini	OBC	7/3/74	M.Sc.(Chemistry), B.Ed.	37.2	M.Ed.	(3)	7	47.2	
23.	NT(S)1328	Mahesh Pal Singh	ST	21/09/76	M.Sc. (Physics) B.Ed.	36	Nil	3 yrs. 6 months 10	46	ST-I	Contractual Teacher at Navyug School, since 03/07/2003
24.	NT(S)1274	Beena	OBC	19/07/72	M.Sc.(Chem.), B.Ed.	33	Nil	(3)	6	42	
25.	NT(S)1326	Reena Saini	OBC	21/04/80	M.Sc. (Entomology), B.Ed.	30.6	Nil	3 yrs. (1)	10	41.6	
26.	NT(S)1331	Rekha Kushwah	OBC	1/6/79	M.Sc. (Zoology), B.Ed.	29.4	Nil	1.4 yrs. Nil	7	36.4	
27.	NT(S)1273	Shadab Bano	Gen.	9/10/77	M.Sc. (ORG.), B.Ed.	39	M.Ed.	2 yrs. 3 months	Absent		
28.	NT(S)1296	Ajeet Kumar	OBC	3/8/81	M.Sc. (Chem.), B.Ed.	38.4	Nil	Nil	Absent		
29.	NT(S)1305	Reena Yadav	OBC	2 1/04/79	M.Sc. (Physics), B.Ed.	36.6	Nil	6 months	Absent		
30.	NT(S)1329	Ms. Seema Rani	SC	4/7/77	M.Sc. (Bio.), B.Ed.	42	M.Ed.	8 months	Did not appear		

OBC = 01 + SC = 01

NAVYUG SCHOOL EDUCATIONAL SOCIETY  
HANUMAN ROAD, NEW DELHI

MERIT LIST OF THE CANDIDATES, INTERVIEW HELD ON 19/03/2009

No. of Vacancy—02

SUBJECT: TGT (PHYSICAL EDUCATION)

Sl. No.	Roll No.	Name	Cate-gory	D.O.B.	Qualification	Marks in Written Test (60)	Qualification higher than RR's (05)	Teaching Experience more than Prescribed in RR's (05)	Interview (30)	Total (100)	Remarks
1	2	3	4	5	6	7	8	9	10	11	12
1.	NTPE 1448	Parveen Kumar	OBC	25/05/75	B.Ped., M.Ped.	39	(5) M. Phil.	Nil	24	68	OBC-I
2.	NTPE 1446	Krishan Kumar	SC	18/12/69	B.Ped., M.Ped.	36	Nil	(2) 2 yrs.	18	56	S C - I
3.	NTPE 1505	Narender Singh	SC	20/05/72	B.Ped., M.Ped	34.2		(5) 11 yrs.	13	52.5	WLSC-I
4.	NTPE 1553	Anil Kumar	SC	4/5/76	B.Sc. (Physical Education)	31.8		Nil	20	51.8	Contractual Teacher at Navyug School, Lodhi Road (Check M.P.ed., For eligibility)
5.	NTPE 1532	Anamika	SC	3/9/77	B.Ped., M. Ped.	33.6		(4) 5 yrs.	13	50.6	
6.	NTPE 1480	Suresh Kumar	SC	7/12/69	B.Ped., M. Ped.	34.8		(5) 10 yrs.	10	49.8	

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7.	NTPE 1447	Krishan Dalal	Gen.	29/08/77	B.Ped., M. Ped.	39	(2) 2 yrs.	6	47
8.	NTPE 1442	Arun Kumar	SC	7/7/75	B.Ped., M. Ped.	39.6	Nil	6	45
9.	NTPE 1445	Saurabh Rajora	SC	29/12/77	B.Ped., M. Ped. (Diploma in swimming)	34.8	(2) 3 yrs.	8	44.8
10.	NTPE 1511	Jaya	SC	24/03/76	B.Ped., M. Ped.	32.4	(2) 2 yrs.	10	44.4
11.	NTPE 1463	Jaswinder Kaur	SC	13/04/80	B.Ped., M. Ped.	31.8	Nil	8	39.8
12.	NTPE 1485	Shyam Lal	ST	4/5/78	B.Ped., M. Ped.	23.4	Nil	10	33.4
13.	NTPE 1528	Praveen Kumar	SC	15/12/70	B.Ped., M. Ped.	31.8	4 yrs.	Absent	

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G=02+SC=01

**NAVYUG SCHOOL EDUCATIONAL SOCIETY**  
**HANUMAN ROAD, NEW DELHI**  
**MERIT LIST OF THE CANDIDATES, INTERVIEW HELD ON 19/3/2009**

No. of Vacancy—03

**SUBJECT: TGT (MUSIC)**

Sl. No.	Roll No.	Name	Category	D.O.B.	Qualification	Marks in Written Test (60)	Qualification higher than RR's (05)	Teaching Experience more than Prescribed in RR's (05)	Interview (30)	Total (100)	Remarks
1	2	3	4	5	6	7	8	9	10	11	12
1.	NT(MU) 1413	Neha Vats	Gen.	21/12/84	B.A.(Music), M.A. (Music), Sangeet Visarad	36		(1) 6 months	26	63	G-I
2.	NT(MU)1402	Anuradha Shama	Gen.	17/07/65	M.A. B.Ed.	26.4		(5) 9 yrs. 11 months	25	56.4	G-II Contractual Teacher at Navyug School, since 98
3.	NT (MU) 1421	Rekha Srivastava	Gen.	10/1/70	B.A., M.A. (Music)	27	(5) M. Phil.	(5) 7 yrs. 10 months	19	56	(Not Eligible) (Experience only Primary Classes)
4.	NT(MU)1412	Kusum Rani	OBC	26/06/87	Nritaya Bhaskar, Sangeet Prabhakar, 3 yrs. Course of Kathak	31.8		(1) 11 months	23	55.8	GWL-I
5.	NT(MU)1433	Astha Rani	SC	6/5/79	B.A. (Music), M.A. (Music), Senior Diploma, Prabhakar Music	37.2	(5) M.Phil.	(1) 9 months as TGT	12	55.2	SC-I Contractual Teacher at Navyug School, since Feb. 2003

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6.	NT(MU) 1426 Vishali Mishra	Gen.	26/10/86	B.A.(Music), Master of Performing Art (Music)	30.6		Nil	24	54.6 GWL-II	
7.	NT(MU)1403 Harjeet Kaur Dadiala	OBC	7/11/79	<u>B.Com.</u> , Dip. (Sangeet Siromany), Prabhakar	26.4		(2) 1 yr. 2 months	22	50.4	
8.	NT(MU) 1416Dr. Seema Johri	Gen.	15/07/71	B.A., M.A. Music, Music Tabla Prabhakar, Senior Diploma (Vocal)	33	(5) Ph.D(Music)	(2) 2 yrs. 6 months	8	48	
9.	NT(MU) 1410Shruti Sinha	Gen.	17/11/72	Jr. Dip. (Kathak dance), Senior Dip. (Kathak dance), Prabhakar (Kathak dance), Praveen	29.4		Nil	18	47.4	
10.	NT(MU)1432 Ritesh Pathak	Gen.	7/7/73	B.A.(Music), M.A. (Music)	26.4		(1) 6 months	20	47.4	
11.	NT(MU) 1407Kiran	Gen.	25/6/97	Sangeet Visarad, Dip. (Kathak)	27		(4) 6 yrs.	16	47	Check qualification
12.	NT(MU) 1405Anjani Kumar Mishra	Gen.	10/4/83	M.A.(Music), Prabhakar, Visarad, Sangeet Nipur	27.6		(2) 1 yr. 6 months	14	43.6	
13.	NT(MU) 1427Pourmima Bhardwaj	Gen.	4/6/77	Vasard ( 7yrs.), Madhyama Pratham(4yrs.)	30.6		(1) 8 months	12	43.6	
14.	NT(MU)1429Garima Sharma	Gen.	17/11/83	B.A., M.A. (Music), Sangeet Bhushan, Sangeet Visarad, Madhayama	28.8		(1) 8 months	12	41.8	

1	2	3	4	5	6	7	8	9	10	11	12
15.	NT(MU)1423	Shashank Bhardwaj	Gen.	3 1/10/75	Sangeet Bhushan (Guitar), Sangeet Visarad (Guitar)	28.8		(1) 8 months	8	37.8	
16.	NT(MU)1424	Shalu Varshney	Gen.	9/12/75	B.A., B.Ed., Jr. Dip. (Music), Sr. Dip. (Music)	31.8		7 months	5	36.8	
17.	NT(MU)1418	Mamta Tiwari	Gen.	30/11/74	B.A., M.A. (Music Vocal)	37.2		9 yrs.		Did not appear	



OBC=03

**NAVYUG SCHOOL EDUCATIONAL SOCIETY**  
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**MERIT LIST OF THE CANDIDATES, INTERVIEW HELD ON 19/3/2009**

No. of Vacancies—03

SUBJECT: TGT (ART)

Sl. No.	Roll No.	Name	Category	D.o.b.	Qualification	Marks in Written Test (60)	Qualification higher than RR's (05)	Teaching Experience more than Prescribed in RR's (05)	Interview (30)	Total (100)	Remarks
1	2	3	4	5	6	7	8	9	10	11	12
1.	NTA(A) 1361	Anjini Prasad	OBC	28/02/68	B.F.A.,M.F.A.	30		(5) 8 yrs. 4 months	28	63	OBC-I Contractual Teacher at Navyug School, since 2005
2.	NTA(A) 1359	Kavita	OBC	27/7/71	B.A., M.A. (Art), 4 yrs. Diploma in Arts	25.2		(2) 10 months	26	53.2	OBC-II Contractual Teacher at Navyug School, since 24/10/2005
3.	NTA(A) 1362	Saroj	SC	24/1/74	B.F.A.,M.F.A. (No Diploma)	26.4		Nil	26	52.4	Not eligible (No Diploma) Contractual Teacher at Navyug School, since Oct. 2005
4.	NTA(A) 1358	Menu Uppal	Gen.	12/7/74	B.F.A., (No M.F.A., No Diploma)	31.2		(5) 10 yrs	15	51.2	Not eligible (No M.F.A., No Diploma) Contractual Teacher at Navyug School, since 18/08/97

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1	2	3	4	5	6	7	8	9	10	11	12
5.	NTA(A) 1351	Archana Tanwar	OBC	17/7/77	MA (Drama & Painting), Diploma in Commercial Art (3 yrs.)	28.2	Photography Diploma	(4) 6 yrs.	10	422	OBC-III
6.	NTA(A) 1353	Girish Chander	Gen.	21/11/74	B.F.A., M.F.A.	33.6	Nil	2 yrs. 4 months			Absent
7.	NTA(A) 1354	Sanjay Kumar Sahani	OBC	1/1/78	B.F.A., M.F.A.	30	Nil	4 yrs. 6 months			Absent
8.	NTA(A) 1352	Mahesh Kumar	SC	25/09/79	B.F.A., M.F.A.	28.8	Nil	8 months			Absent

G=01+SC=02+ST=03+OBC=01

NAVYUG SCHOOL EDUCATIONAL SOCIETY  
HANUMAN ROAD, NEW DELHI  
MERIT LIST OF THE CANDIDATES, INTERVIEW HELD ON 20/3/2009

No. of Vacancies—07

SUBJECT: TGT (WORK EXPERIENCE)

Sl. No.	Roll No.	Name	Cate-gory	D.o.b.	Qualification	Marks in Written Test (60)	Qualification higher than RR's (05)	Teaching Experience more than Prescribed in RR's (05)	Interview (30)	Total (100)	Remarks
1	2	3	4	5	6	7	8	9	10	11	12
1.	NTW(TH)1610	Renu.Jaitly	Gen.	26/01/71	12th B.E. (Electrical), B.Tech. (Digital Electronics)	43.8	M.C.A.	(5) 11yrs.	20	68.8	G-1
2.	NTW(TH)1582	Dayanand	Gen.	10/03/67	Diploma (Electronics)	38.4		Nil	24	62.8	GWL-I
3.	NTW(TH)1576	Sarika Goel	Gen.	14/04/77	12th, Dip. (Digital Electronics), A.M.I.E. (Computer Science)	37.8		Nil	22	59.8	GWL-II
4.	NTW(TH)1587	Vikas Paliwal	SC	24/12/76	12th, Dip.(Electronics & Communications), B.E. (Electronics & Communications)	39.6		Nil	20	59.6	SC-I
5.	NTW(TH)1594	Arvind Kumar	OBC	08/01/72	Intermediate, Dip. (Electrical Engineering)	40.2		Nil	18	58.2	OBC-I

1	2	3	4	5	6	7	8	9	10	11	12
6.	NTW(TH)1657	Supriya Grover	Gen.	30/11/84	12th, B.A.Sc. (Electronics)	39		Nil	19	58	
7.	NTW(TH)1654	Ankur Verma	Gen.	15/11/84	12th, B.Tech (Electronics & Communications)	37.2		Nil	18	55.2	
8.	NTW(TH)1633	Neel Kamal Sharma	OBC	28/01/70	12th, Dip. (Electricals)	39		Nil	15	54	OBCWL-I
9.	NTW(TH)1595	Lalit Kumar	Gen.	27/07/78	Sr. Secondary B.E.(Electronic, Telecommunications)	35.4		Nil	18	53.4	
10.	NTW(TH)1600	Tarun Kumar	OBC	24/08/73	12th, Dip. (Electrical Engineering), E.TE.(S.C.E.R.T)	38.4			14	52.4	OBCWL-II
11.	NTW(TH)1618	Ram Kishan Singh Parihar	Gen.	02/07/77	12th, B.E. (Electronics)	34.8		Nil	17	51.8	
12.	NTW(TH)1632	Mamta	ST	05/02/78	Sr. Secondary, B.E. (Electronics & Telecommunications)	33.6		Nil	18	51.6	ST-I
13.	NTW(TH)1608	Anish Kumar Singh	OBC	05/02/81	Intermediate, B.Tech. (Electricals)	34.2		Nil	17	51.2	
14.	NTW(TH)1617	Kamal Kumar Rajouria	SC	31/05/84	12th, B.Sc. (Hons.) Electronics	37.2	(5) M.Sc. (Electronics)	Nil	9	51.2	SC-II
15.	NTW(TH)1640	Mukta	Gen.	04/03/86	12th, B.Sc. (Hons.) Electronics	40.2		Nil	11	51.2	
16.	NTW(TH)1619	Kamal Kant Agarwal	PH	13/09/82	Intermediate, Dip. (Electrical Engineering)	31.8		Nil	18	49.8	

17.	NTW(TH)1585	Nikhila Mathur	Gen.	08/01/75	Intermediate, Dip. (Electronics Engineering)	36		Nil	12	48	
18.	NTW(TH)1583	Subodh Kumar	SC	01/01/79	Intermediate, Dip. (Electronics)	22.8		Nil	25	47.8	SCWL-I
19.	NTW(TH)1613	Dinesh Singh	Gen.	16/07/76	12th, B.E. (Electricals E.T.E.1/2 (SCERT))	39.6		Nil	8	47.6	
20.	NTW(TH)1603	Umender Bohat	SC	03/05/77	12th, Dip. (Electronics & Communications), B.Tech. (Electronics & Communications)	30		Nil	17	47	SCWL-II
21.	NTW(TH)1593	Vandana Goel	Gen.	18/05/72	12th, Dip. (Electronics)	33.6	(5)	Nil	7	45.6	M.Tech. (Computer Science)
22.	NTW(TH)1652	Pratibha	SC	09/02/84	Higher Secondary, Dip. (Electronics)	30.6		Nil	15	45.6	Contractual Teacher at Navyug School, since Oct., 2005
23.	NTW(TH) 1655	Mohit Kumar	ST	06/03/85	10th, Dip. (Electronics), B.Tech. (Electronics & Communications)	27.6		1 yr. 7 months	18	45.6	ST-II As a Lab. Asstt.
24.	NTW(TH)1588	Neetu	OBC	03/02/81	12th, Dip. (Electrical)	37.2		Nil	8	45.2	

1	2	3	4	5	6	7	8	9	10	11	12
25.	NTW(TH)1586	Deepak Kumar	Gen.	03/05/85	12th, Dip. (Electrical), B.Tech. (Result Awaited)	36.6		Nil	8	44.6	
26.	NTW(TH)1650	Anil Kumar Lahan	SC	06/08/74	12th, Dip. (Electrical), Dip. (Business Administration & Computer Applications)	33.6		Nil	11	44.6	
27.	NTW(TH)1645	Kamlesh Bisht	Gen.	11/09/82	10th, Dip. (Electronics), B.Sc. (Computer Science)	34.8		Nil	8	42.8	
28.	NTW(TH)1620	Devendra Anare	ST	05//06/85	Higher Secondary, B.E. (Electronics & Instruments)	30		Nil	12	42	ST-III
29.	NTW(TH)1625	Pushpita Ahluwalia	Gen.	27/09/80	Higher Secondary, B.E. (Electronics & Communications)	34.8		Nil	6	40.8	
30.	NTW(TH)1565	Mukesh Kumar	SC	10/04/76	12th, Dip. (Electrical), B.E. (Electrical)	25.2		Nil	14	39.2	
31.	NTW(TH)1596	Arun Kumar Gautam	SC	23/07/80	10th, Dip. (Electrical)	31.8		Nil	6	37.8	

**NAVYUG SCHOOL EDUCATIONAL SOCIETY**  
**HANUMAN ROAD, NEW DELHI**  
 MERIT LIST OF THE CANDIDATES, INTERVIEW HELD ON 23/03/2009 & 24/03/2009

No. of Vacancies—36-1=35-3=32  
 (During WL-I) (During WL-II)

**SUBJECT: PRIMARY (HUMANITIES)**

Sl. No.	Roll No.	Name	Category	D.o.b.	Qualification	Marks in Written Test (60)	Qualification higher than RR's (05)	Teaching Experience more than Prescribed in RR's (05)	Interview (30)	Total (100)	Remarks
1	2	3	4	5	6	7	8	9	10	11	12
1.	NP(Hum.) 0381	Sonia Suhag	OBC	27/03/81	B.A., B.Ed.	40.2	(5) M.A.(English)	(4) 2 yrs. 2 months	23	72.2	G-I
2.	NP(Hum.) 0431	Bhanu Jain	Gen.	07/12/83	B.El.Ed.	40.2		(2) 1yr.	25	67.2	G-II
3.	NP(Hum.) 0387	Bir Bahadur Pathak	Gen.	01/01/85	B.A., B.Ed.	40.2		Nil	27	67.2	G-III
4.	NP(Hum.) 0444	Dipti Tyagi	Gen.	02/07/81	B.El.Ed.	38.4		(4) 4 yrs. 5 months	23	65.4	G-IV
5.	NP(Hum.) 0395	Rashmi Gupta	Gen.	25/07/66	B.A., B.Ed.	32.4	(5) M.A. (English)	(4) 4 yrs. 5 months	21	62.4	G-V Contractual Teacher at Navyug School, since Sept. 2003
6.	NP(Hum.) 0440	Poonam Mathur	Gen.	16/08/73	B.A.,B.Ed.	38.4	M.A.(Economics)	(5) 5 yrs. 5 months	19	62.4	G-VI Contractual Teacher at Navyug School, since July, 2002
7.	NP(Hum.) 0416	Sangeeta	SC	03/03/76	B.A.,B.Ed	29.4	M.A. (Political Science),M.A. (English)	(4) 3 yrs. 3 months	21	59.4	G-VII Contractual Teacher at Navyug

1	2	3	4	5	6	7	8	9	10	11	12
8.	NP(Hum.) 0457	Shaily Sapra	Gen.	20/04/73	B.Com, B.Ed.	36.6	M.Com	(5) 10 yrs.	17	58.6	School, since Oct. 2005 <b>Not Eligible</b> (Commerce is not a teaching subject in Primary) Contractual Teacher at Navyug School, since Aug. 1998.
9.	NP(Hum.) 0388	Neelima	Gen.	17/08/69	B.A., B.Ed.	34.2	(5) M.A. (English)	(3) 4 yrs.*	16	58.2	G-VIII Experience certificate not attached.
10.	NP(Hum.) 0436	Seema Mathur	OBC	12/9/84	B.A., B.Ed.	39		Nil	18	57	G-IX
11.	NP(Hum.) 0394	Manju	OBC	11/9/79	B.A., B.Ed.	36		(2) 1 yr. 7 months	18	56.9	G-X
12.	NP(Hum.) 0443	Santosh Kumari	SC	30/03/80	B.A., B.Ed.	30.6	(5) M.A. (English)	(4) 4 yrs. 10 months	17	56.6	G-XI Contractual Teacher at Navyug School, since Oct. 2005.
13.	NP(Hum.) 0433	Meenakshi	Gen.	22/02/83	B.A., B.Ed.	27.6	(5) M.A. (English)	(2) 1 yr. 1 month	22	56.6	G-XII
14.	NP(Hum.) 0442	Beena Bahuguna	Gen.	12/9/64	B.A., B.Ed.	28.8	(5) M.A. (Political Science), M.A. (Hindi)	(5) 6 yrs.	18	56	G-XIII Contractual Teacher at Navyug School since July 2000.
15.	NP(Hum.) 0417	Punam Singhal	Gen.	23/07/76	B.A., B.Ed.	37.8	(5) M.A. (English), M.A. (Hindi)	(1) 6 months	12	55.8	G-XIV



16.	NP(Hum.) 0393	Ruchi Verma	OBC	4/12/80	B.A., B.Ed.	31.8		3 months	24	55.8	G-XV
17.	NP(Hum.) 0421	Ranjana	Gen.	26/04/69	B.A., B.Ed.	27.6	(5)	(5)	18	55.6	G-XVI
18.	NP(Hum.) 0449	Yogwati	OBC	9/3/83	B.A., B.Ed.	36.6	(5)	7 yrs. 5 months			
19.	NP(Hum.) 0448	Mrs. Papiya Banerjee	Gen.	10/6/65	B.A., B.Ed.	26.4	(5)	Nil	14	55.6	G-XVII Teacher at Navyug School.
20.	NP(Hum.) 0456	Seema Chaturvedi	Gen.	30/11/71	B.A., B.Ed.	32.4	(5)	M.A. (English) 8 yrs.	19	55.4	G-XVIII Contractual Teacher at Navyug School, since Oct. 2005.
21.	NP(Hum.) 0411	Pratibha Jha	Gen.	31/12/76	B.A., B.Ed.	35.4		(4) 5 yrs.	14	55.4	<b>Not eligible</b> (Philosophy is not a teaching subject in Primary) Contractual Teacher at Navyug School, since Oct. 2004.
22.	NP(Hum.) 0380	Vandana	Gen.	19/06/77	B.El.Ed.	34.8		(1) 7 months	19	55.4	G-XIX
23.	NP(Hum.) 0418	Kale Shivaji Baban	Gen.	07/8/80	B.A., B.Ed.	36	(5)	(2) 4+4*	19	55.4	G-XX *Experience certificate not attached
							(5)	(1) 1 yr 6 months	13	55	G-XXI
							(5)	M.A. (Geography), M.Phil. (Geography)			

1	2	3	4	5	6	7	8	9	10	11	12
24.	NP(Hum.) 0453	Rekha Bagai	Gen.	30/03/65	B.A., B.Ed	28.2	(5) M.A. (Hindi)	(5) 6 yrs. 8 months	16	54.2	<b>Not eligible</b> (Less % in B.A.). Contractual Teacher at Navyug School, since July 2006.
25.	NP(Hum.) 0455	Mehrunisa	OBC	1/1/73	B.A., B.Ed.	31.2	(5) M.A. (Geography)	(3) 2 yrs. 10 months	15	54.2	OBC-I Contractual Teacher at Navyug School.
26.	NP(Hum.) 0452	Shahab Mian	OBC	5/9/73	B.A., B.Ed.	31.2	(5) M.A. (Political Science)	(4) 4 yrs. 6 months	13	54.2	OBC-II Contractual Teacher at Navyug School, since Oct. 2005.
27.	NP(Hum.) 0397	Manju Kumari	SC	3/11/77	B.El.Ed	34.2	(5) M.A.(Political Science)	(1) 9 months	14	54.2	SC-I
28.	NP(Hum.) 0385	Meenu Yadav	OBC	19/07/73	B.A., B.Ed.	24.6	(5) M.A.(Geography), M.Ed	(5) 6 yrs. 11 months	18	52.6	OBC-III Contractual Teacher at Navyug School, since July 2002.
29.	NP(Hum.) 0412	Sunita	SC	4/11/77	B.A., B.Ed.	27.6	(5) M.A.(Hindi), M.Phil (Hindi)	Nil	20	52.6	SC-II
30.	NP(Hum.) 0405	Shalu Sharma	Gen.	27/09/73	B.A., B.Ed.	37.2	(5) M.A. (English)	1 yr. 5 months	10	52.2	<b>Not eligible</b> (Graduation in Science)

31.	NP(Hum.) 0445 Rukhsana Begam	OBC	5/10/73	B.A.,B.Ed.	21.6	(5) M.A. (Political Science)	(3) 2 yrs. 7 months	22	51.6	OBC-IV	Contractual Teacher at Navyug School, since <b>Not eligible</b> (Less % in B.A.)
32.	NP(Hum.) 0441 Hemlata	SC	1/8/78	B.A.,B.Ed.	34.8	(5) M.A. (Hindi)	(2) 3 yrs.	9	50.8		Contractual Teacher at Navyug School, since Oct. 2005.
33.	NP(Hum.) 0396 Vinita Tyagi	SC	19/09/68	B.A.,B.Ed.	25.2	M.A. (Economics)	(5) 6 yrs. 9 months	20	50.2	SC-III	
34.	NP(Hum.) 0386 Deepa Rani	Gen.	1/10/77	B.A.,B.Ed.	26.4	M.A. (Home Science)	(1) 1 yr.	22	49	GWL-I	Taken in waiting list No. I
35.	NP(Hum.) 0460 Nageshwar Dayal	SC	16/3/83	B.A.,B.Ed.	34.2	M.A. (Economics)	(1) 6 months	13	48.2	SC-IV	
36.	NP(Hum.) 0401 Monika Kalia	Gen.	15/05/79	B.A.,B.Ed.	36	(5) M.Sc. (Maths)	2 months	6	47	GWL-II	Taken in waiting list No-II
37.	NP(Hum.) 0429 Shikhi Saxena	Gen.	28/10/79	B.A.,B.Ed.	36	(5) M.A. (English)	3 months	6	47	GWL-III	Taken in waiting list No-II
38.	NP(Hum.) 0419 Sonika Sahai	Gen.	6/8/81	B.A.,B.Ed.	33	(5) M.A. (English)	(1) 6 months	8	47	GWL-IV	
39.	NP(Hum.) 0383 Pareep Kumar	SC	13/05/82	B.A.,B.Ed.	30	(5) M.Ed.	Nil	12	47	SC-V	

1	2	3	4	5	6	7	8	9	10	11	12
40.	NP(Hum.) 0439	Punam Dahiya	Gen.	15/10/76	B.A., B.Ed	31.2	(5) M.A. (History) P.G.D.C.A., B.Lib.	(3) 2 yrs. 10 months	7	46.2	
41.	NP(Hum.) 0438	Rajni Meena	ST	28/06/81	B.A., B.Ed	22.2	M.A. (Hindi)	(5) Nil	19	46.2	ST-I
42.	NP(Hum.) 0384	Neeraj Kumar	OBC	30/05/81	B.A., B.Ed	19.8		(2) 1 yr. 10 months	24	45.8	OBC-V
43.	NP(Hum.) 0422	Anupam Kumari	Gen.	20/03/77	B.A., B.Ed	36.6	M.A. (Sociology)	(3) 5 yrs. 8 months	6	45.6	
44.	NP(Hum.) 0379	Minakshi Saraswat	Gen.	21/2/81	B.A., B.Ed	30.6	M.A. (Sanskrit)	Nil	15	45.6	
45.	NP(Hum.) 0391	Nidhi Mehta	Gen.	19/06/82	<a href="#">B.Com.</a> , B.Ed., Diploma in Education (Diet)	34.2		(1) 2 yrs.	10	45.2	<b>Not eligible</b> (Commerce is not a teaching subject in Primary).
46.	NP(Hum.) 0461	Neena Sharma	Gen.	18/09/77	B.El.Ed.	33.6		(1) 9 months	10	44.6	
47.	NP(Hum.) 0458	Mukta Jain	Gen.	8/7/76	B.A., B.Ed.	25.2	(5) M.A.(Hindi)	(2) 2 yrs.	12	44.2	
48.	NP(Hum.) 0406	Neha Jain	Gen.	15/07/81	B.El.Ed.	31.2		(3) 3 yrs. 5 months	10	44.2	
49.	NP(Hum.) 0404	Avdhesh Kumar Meena	ST	1/1/82	B.A., B.Ed	22.8		(2) 1 yr. 10 months	19	43.8	ST-II Contractual Teacher at Navyug School, since Aug. 2007.

50.	NP(Hum.) 0378	Paramjeet Kaur	OBC	29/04/75	B.A.,B.Ed	33.6		1 month	10	43.6	OBC-VI
51.	NP(Hum.) 0426	Ravinder Kumar	SC	1/2/83	B.A.,B.Ed	30.6	(5) M.A. (Political Science)	9 months	8	43.6	SC-VI
52.	NP(Hum.) 0407	Snajay Kumar	OBC	18/12/76	B.A.,B.Ed	30.6	(5) M.A. (Hindi) B.P.Ed.	(1) 1 yr.	6	42	OBCWL-I
53.	NP(Hum.) 0446	Dr. Madhu Singh	SC	26/01	B.A.,B.Ed	23.4	(5) M.A., (History), Ph.D. (History)	(1) 1 yr. 4 months	12	41.4	SC-VII Contractual Teacher at Navyug School, since Dec. 2006.
54.	NP(Hum.) 0423	Nishi Arora	Gen.	4/11/82	B.A.,B.Ed.	27.6	(5) M.A. (English)	Nil	8	40.6	
55.	NP(Hum.) 0434	Sonali Dhamija	Gen.	9/12/68	B.A.,B.Ed	23.4		(2) 3 yrs.	15	40.4	<b>Not eligible—</b> Less% in B.A.
56.	NP(Hum.) 0403	Purnima Pandey	Gen.	12/5/84	B.A.,B.Ed	32.4		Nil	8	40.4	
57.	NP(Hum.) 0413	Shalu Varshney	Gen.	9/12/75	B.A.,B.Ed	27	(5) M.A. (English), Post-graduate Diploma in Mental Retardation	8 months	8	40	
58.	NP(Hum.) 0463	Preeti Dhalla	Gen.	23/07/70	B.A.,B.Ed	25.8	M.A. (Sanskrit)	(2) 2 yrs. 10 months	12	39.8	
59.	NP(Hum.) 0402	Bharti	Gen.	7/7/78	B.A.,B.Ed	22.8	(5) M.A. (Hindi)	(2) 2 yrs. 7 months	8	37.8	

1	2	3	4	5	6	7	8	9	10	11	12
60.	NP(Hum.) 0399	Kamlesh Kumar Bairwa	SC	8/4/84	B.A., B.Ed	31.8	M.A. (Sanskrit)	(1) 7 months	5	37.8	SCWL-I
61.	NP(Hum.) 0377	Anuradha Soni	OBC	15/01/74	B.A., B.Ed	23.4	(5) M.A. (English)	2 months	9	37.4	
62.	NP(Hum.) 0408	Monika Sahai	Gen.	6/8/81	B.A., B.Ed.	26.4	(5) M.A. (English)	6 months	6	37.4	
63.	NP(Hum.) 0437	Shopat Singh	OBC	15/05/80	B.A., B.Ed.	30	M.Phil.(Sanskrit), Shashtri	1 yr 10 months	6	37	
64.	NP(Hum.) 0454	Meenu Juneja	Gen.	29/10/71	B.A., B.Ed.	17.4		(5) 8 yrs.	14	36.4	Contractual Teacher at Navyug School, since 1998.
65.	NP(Hum.) 0428	Mamta Pandey	Gen.	24/01/69	B.A., B.Ed.	36.6	M.A. (English), P.G. Dip. (Computer)	6 months		Absent	
66.	NP(Hum.) 0376	Asha Singhal	Gen.	22/12/77	B.A.(Maths), B.Ed.	36.6	M.A. (Maths)	3 yrs. 4 months		Refused to appear	
67.	NP(Hum.) 0450	Munesh Kumari	OBC	5/11/80	B.A., B.Ed.	35.4	M.A. (Hindi)	4 yrs.		Absent	Contractual Teacher at Navyug School, since Oct. 2005.
68.	NP(Hum.) 0462	Preeti Verma	SC	31/01/84	B.A., B.Ed.	33		Nil		Absent	Contractual Teacher at Navyug School, since Aug. 2007.
69.	NP(Hum.) 0451	Anshu Verma	SC	16/06/82	B.A., B.Ed.	30.6	M.A. (Economics)	5 months		Absent	Contractual Teacher at Navyug School, since Oct. 2005.

**NAVYUG SCHOOL EDUCATIONAL SOCIETY  
HANUMAN ROAD, NEW DELHI**

**G=12+SC=01+OBC=07+ST=09**

MERIT LIST OF THE CANDIDATES, INTERVIEW HELD ON 25/03/2009 & 26/03/2009

No. of Vacancies—23+1=24+2=26

SUBJECT: PRIMARY (SCIENCE)

(During waiting list I)

Sl. NO.	ROLL NO.	NAME	CATE-GORY	D.O.B.	QUALIFICATION	MARKS IN WRITTEN TEST (60)	QUALIFICATION HIGHER THAN RR's (05)	PRESCRIBED TEACHING EXPERIENCE MORE THAN	INTERVIEW (30)	TOTAL (100)	REMARKS	
1	2	3	4	5	6	7	8	9	10	11	12	
1.	NP(S) 0138	Neeta Khurma	OBC	30/03/67	B.Sc. (Environment Science, Meta)	40.8	M.Sc. (Environment Science)	(5) 10 yrs.*	24	69.8	G-I	*Experience certificate not attached.
2.	NP(S) 0163	Priya Bhatnagar	Gen.	17/08/76	B.Sc. 'A' group, B.Ed.	37.8	(5) M.Sc. (Chemistry)	(5) 6 yrs.	18	65.8	G-II	
3.	NP(S) 0202	Suman Chand	SC	14/03/83	B.Sc. (Zoology), B.Ed.	39	(5) M.Sc. (Zoology)	Nil	21	65	G-III	
4.	NP(S) 0190	Sabita Kumari	OBC	23/03/74	B.Sc. 'A' group, B.Ed.	40.8		(3) 2 yrs. 8 months	21	64.8	G-IV	Contractual Teacher at Navyug School, since Oct. 2005.
5.	NP(S) 0194	Shruti Sharma	Gen.	3/5/74	B.Sc. 'B' group, B.Ed.	37.8	(5) M.Sc. (Chemistry)	(5) 7 yrs. 2 months	17	64.8	G-V	Contractual Teacher at Navyug School since Aug. 1998.

1	2	3	4	5	6	7	8	9	10	11	12	
6.	NP(S) 0087	Anita Bhati	Gen.	27/08/75	B.Sc.(Chemistry), B.Ed.	34.8	(5) M.Sc. (Chemistry), Diploma in	(2) 1 yr. 9 months	23	64.8	G-VI	
7.	NP(S) 0097	Madhu Bhandari	Gen.	15/11/68	B.Sc.(Gen.) Chemistry, Meta Physics	37.8		(5) 15 yrs. 8 months	21	63.8	G-VII	
8.	NP(S) 0091	Deepti Kathuria	Gen.	29/01/82	B.El.Ed.	36.6		(3) 1 yr. 10 months	23	62.6	G-VIII	
9.	NP(S) 0084	Sheetal	Gen.	17/08/75	B.Sc.'A' group, B.Ed.	35.4	(5) M.Sc. (Physics), Certificate in	(2) 1 yr. 6 months	20	62.4	G-IX	
10.	NP(S) 0164	Seema	Gen.	10/7/63	B.Sc.'B' group, B.Ed.	36		Nil	26	62	G-X	
11.	NP(S) 0184	Ajeet Singh Panwer	Gen.	1/7/75	B.Sc.'A' group, B.Ed.	31.8	(5) M.Sc. (Physics)	(4) 4 yrs. 7 months	21	61.8	G-XI	Contractual Teacher at Navyug School, since April 2003.
12.	NP(S) 0086	Mrs. Sangita Vashishat	Gen.	22/04/70	B.Sc.'B' group, B.Ed.	32.4	(5) M.Sc. (Chemistry)	(2) 1 yr. 5 months	22	61.4	G-XII	
13.	NP(S) 0185	Anita Rani	OBC	1/7/76	B.Sc.'A' group, B.Ed.	34.8	(5) M.Sc. (Maths)	(3) 3 yrs. 6 months	18	60.8	OBC-I	Contractual Teacher at Navyug School, since Oct. 2005.
14.	NP(S) 0170	Swati Mishra	Gen.	28/07/79	B.Sc.'B' group, B.Ed.	31.8	(5) M.Sc. (Chemistry)	(2) 2 yrs. 4 months*	22	60.8	GWL-I	*Incomplete experience certificate (taken during WI-II)
15.	NP(S) 0186	Mohd. Shameen Khan	OBC	30/12/74	B.Sc.'A' group, B.Ed.	38.4	(5) M.Sc. (Chemistry)	(2) 2 yrs.	15	60.4	OBC-II	Contractual Teacher at Navyug School, since Oct. 2005.
16.	NP(S) 0188	Rama Singh	OBC	17/12/76	B.Sc. 'A' group, B.Ed.	35.4	(5) M.Sc. (Physics)	(4) 3 yrs. 8 months	16	60.4	OBC-III	Contractual Teacher at Navyug School, since July.



17.	NP(S) 0110	Sunil Kumar Chhilar	OBC	10/5/77	B.Sc.'A' group, B.Ed.	37.2	(5) M.Sc. (Chemical)	1 yr. 6 months	18	60.2	OBC-IV
18.	NP(S) 0172	Preeti	Gen.	1/1 1/80	B.El.Ed.,	37.2		(4) 3 yrs. 5 months	19	60.2	GWL-II *Experience certificate not attached (taken during WHI).
19.	NP(S) 0195	Rashmi Vasisht	Gen.	30/10/71	B.Sc.'A' group, B.Ed.	33	M.A. (English), Dip. in Computer Science	(5) 6 yrs.	21	59	GWL-III Contractual Teacher at Navyug School, since Sep. 1999 (taken during W I-II).
20.	NP(S) 0119	Rekha Kumari	OBC	6/12/82	B.Sc.(Zoology), B.Ed.	36.6	M.Sc. (Biotechnology)	2 months	22	58.6	OBC-V
21.	NP(S) 0144	Dr. Sudha Kumari	OBC	4/7/70	B.Sc.(Chem.), B.Ed.	25.8	(5) M.Sc. (Chemistry), Ph.D. (Chemistry)	(5) 6 yrs. 3 months	22	57.8	OBC-VI
22.	NP(S) 0147	Meenu Bala	Gen.	1/1/73	B.Sc.(Zoology), B.Ed.	31.8	(5) M.Sc. (Zoology)	Nil	21	57.8	GWL-IVCheck experience (taken during WHI).
23.	NP(S) 0183	Anuradha	OBC	2 1/08/77	B.Sc.'B' group, B.Ed.	31.8	M.Sc. (Computer Science)	(4) 3 yrs. 6 months	22	57.8	OBC-VII Contractual Teacher at Navyug School, since July 1999.
24.	NP(S) 0103	Versha Parikh	Gen.	8/5/76	B.Sc.'B' group, B.Ed.	36	M.Sc. (Agro Chemical & Pest Management)	Nil	21	57	
25.	NP(S) 0079	Rashmi Sharma	Gen.	29/03/83	B.Sc.'B' group, B.Ed.	34.8		Nil	22	56.8	
26.	NP(S) 0180	Rashmi J.S.Thapa	OBC	25/08/77	B.Sc.(Zoology, Chemistry, Geology), B.Ed.	36.6	M.Sc. (Geology)	(2) 1 yr. 4 months	18	56.6	OBC WL-I Contractual Teacher at Navyug School, Peshwa Road, since Aug. 2007.

1	2	3	4	5	6	7	8	9	10	11	12
27.	NP(S)0074	Neetu Kumar	Gen.	28/06/74	B.Sc.(Gen.) 'B' group, B.Ed.	29.4		(4) 4 yrs.	23	56.4	
28.	NP(S)0193	Mohd. Shoeb	OBC	25/12/74	B.Sc.(Maths), B.Ed.	26.4	(5) M.Sc. (Maths)	(3) 3 yrs.	22	56.4	<b>Not eligible</b> (Less % in B.Sc.) Contractual Teacher at Navyug School, since Oct. 2005.
29.	NP(S)0171	Sneh Lata Bisht	Gen.	12/1/80	B.Sc. 'A' group, B.Ed.	32.4	(5) M.Sc.	(2) 2 yrs.	17	56.4	
30.	NP(Hum.)0424	Anita Sharma	Gen.	15/10/78	B.Sc. 'A' group, B.Ed.	36	M.Sc. (Operational Research)	(1) 1 yr.	19	56	
31.	NP(S)0102	Aparna Saraswat	Gen.	16/08/82	B.El.Ed.	34.8		4 months	21	55.8	
32.	NP(S)0152	Dipali Naithani	Gen.	17/02/70	B.Sc. 'B' group, B.Ed.	33.6	M.A. (English)	(2) 1 yr. 6 months	20	55.6	
33.	NP(S)0073	Manisha Gupta	Gen.	14/3/71	B.Sc. (Botany), B.Ed.	33.6		(3) 3 yrs.	19	55.6	
34.	NP(S)0116	Richa Kulshreshtha	Gen.	1/11/75	B.Sc. 'B' group, B.Ed.	37.2		(1) 6 months	17	55.2	
35.	NP(S)0199	Preeti Gupta	Gen.	18/08/76	B.Sc. 'B' group, B.Ed.	31.2		(5) 5 yrs. 6 months	19	55.2	
36.	NP(S)0092	Anu Saini	OBC	28/12/79	B.Sc. 'B' group, B.Ed.	34.8		(1) 1 yr.	19	54.8	OBCWL-II
37.	NP(S)0120	Yogita Yadav	OBC	30/09/83	B.Sc. (Chem.), B.Ed.	40.2		Nil	14	54.2	OBCWL-III

38.	NP(S) 0095	Sapna Yadav	OBC	15/10/81	B.Sc. (Maths) B.Ed.	37.8		5 months	16	53.8	
39.	NP(S) 0141	Pushpa Tyagi	Gen.	1/1/74	B.Sc.'B' group, B.Ed.	30.6	(5)	(1) M.Sc. (Zoology) 1 yr.	17	53.6	
40.	NP(S) 0166	Tripti Dixit	Gen.	3/9/74	B.Sc.'B' group, B.Ed.	34.2		(1) 7 months	18	53.2	
41.	NP(S) 0203	Shallu Thareja	Gen.	9/5/76	B.Sc.'B' group, B.Ed.	30	M.A. (English)	Nil	23	53	
42.	NP(S) 0155	Monika Tyagi	Gen.	15/09/74	B.Sc.'B' group, B.Ed.	35.4	M.Sc. (Botany)	6 months*	17	52.4	*Experience certificate not attached.
43.	NP(S) 0182	Asif Ali	Gen.	1/4/76	B.Sc.'B' group, B.Ed.	26.4	M.A. (Hindi), M.A. (History)	(5) 8 yrs.	21	52.4	Contractual Teacher at Navyug School, since Nov. 1997.
44.	NP(S) 0134	Renu Kumari	SC	1/2/78	B.Sc.'B' group, B.Ed.	34.2	(5)	(1) M.Sc. (Chemistry) 10 months	12	52.2	SC-I
45.	NP(S) 0121	Renu Dhillon	Gen.	28/01/82	B.Sc.'A' group, B.Ed.	33.6		4 months	18	51.6	
46.	NP(S) 0179	Samta	SC	17/09/76	B.Sc.'B' group, B.Ed.	30.6	M.A. (History)	(1) 6 months	20	51.6	SCWL-I Contractual Teacher at Navyug School, since 2005.
47.	NP(S) 0088	Vandana Gupta	Gen.	20/10/69	B.Sc.'B' group, B.Ed.	30	Diploma in Computer Science	(2) 1 yr. 10 months	19	51	
48.	NP(S) 0099	Geeta Rawat	Gen.	3 1/08/74	B.Sc. (Gen.) 'B' group, B.Ed.	40.2		(2) 2yrs.	8	50.2	—

1	2	3	4	5	6	7	8	9	10	11	12
49.	NP(S) 0129	Bindiya Dubey	Gen.	13/07/77	B.Sc.'A' group, B.Ed.	36.6		12 yrs.	12	48.6	*Experience certificate not attached.
50.	NP(S) 0143	Kiran Prabha Gupta	OBC	16/05/80	B.Sc.(Chem.) 'A' group	30.6		(2) 1 yr. month*	16	48.6	*Experience certificate not attached.
51.	NP(S) 0187	Mrs. Sophia Tete	ST	21/05/72	B.Sc.'B' group, B.Ed.	25.2	(5) M.Sc. (Chemistry)	(1) 8 months	17	48.2	ST-I Contractual Teacher at Navyug School, since Aug. 2007.
52.	NP(S) 0109	Sonika Chauhan	Gen.	7/6/83	B.El.Ed.	37.2		(1)	10	48.2	
53.	NP(S) 0096	Ankita Singh	Gen.	16/11/77	B.Sc.'B' group, B.Ed.	28.8	(5) M.Sc. (Zoology), B.Lib., M.Lib.	(2) 1 yr. 9 months	12	47.8	
54.	NP(S) 0081	Uma Chaudhary	Gen.	2/9/70	B.Sc.'B' group, B.Ed.	32.4		(4) 7 yrs.	11	47.4	
55.	NP(S) 0201	Sunita Xess	ST	8/12/77	B.Sc. (Zoology), B.Ed.	29.4	M.A. (English)	(2) 1 yr. 4 months	16	47.4	ST-II
56.	NP(S) 0113	Babita	Gen.	3/2/74	B.Sc.'A' group, B.Ed.	28.2		Nil	19	47.2	
57.	NP(S) 0106	Dr. Meenu Saxena	Gen.	2/7/74	B.Sc.'B' group, B.Ed.	31.8	MSc.(Plant Science), Ph.D.	(4) 5 yrs..	11	46.8	
58.	NP(S) 0146	Vartika	Gen.	2/3/75	B.Sc.'B' group, B.Ed.	28.8	(5) M.Sc. (Zoology)	(1) 10 months	12	46.8	
59.	NP(S) 0132	Rekha Saini	OBC	6/6/77	B.Sc.'B' group, B.Ed.	36.6		(1) 10 months	9	46.6	
60.	NP(S) 0094	Kakan Srivastava	Gen.	26/09/78	B.Sc.'B' group, B.Ed.	30.6	(5) M.Sc. (Zoology), P.G.D.C.A.	2 months	11	46.6	

61.	NP(S) 0191	Parveen	SC	21/11/81	B.Sc.'B' group, B.Ed.	31.2		(3)	12	46.2	SCWL-II Contractual
62.	NP(S) 0198	Arti Saroha	OBC	12/6/78	B.Sc.'B' group, B.Ed.	34.8	M.Sc. (Botany)	4 months	11	45.8	Teacher at Navyug School, since Oct., 2005. Contractual Teacher at Navyug School, since Dec., 2005.
63.	NP(S) 0078	Bhagwati Devi	Gen.	1/7/79	B.Sc.'B' group, B.Ed.	33	M.Sc. (Botany)	(2) 2 yrs.	10	45	
64.	NP(S) 0131	Amit Kumar	SC	7/1/78	B.Sc.'A' group, B.Ed.	33.6		Nil	11	44.6	
65.	NP(S) 0165	Shailza Sharma	Gen.	12/10/78	B.Sc.'A' group, B.Ed.	30.6	(5) M.Sc. (Physics)	(2) 1 yr. 7 months	7	44.6	
66.	NP(S) 0159	Seema Singh	Gen.	20/09/79	B.Sc.'B' group, B.Ed.	30.6	(5) M.Sc. (Zoology)	(1) 10 months	8	44.6	
67.	NP(S) 0181	Saroj Bala	ST	8/01/84	B.Sc.'B' group, B.Ed.	24.6		Nil	20	44.6	ST-III Not eligible (less experience) Contractual Teacher at Navyug School, since Aug., 2007.
68.	NP(S) 0196	Saroj	SC	31/07/71	B.Sc.'B' group, B.Ed.	28.2	—	5 months	16	44.2	Contractual Teacher at Navyug School, since Aug., 2006.
69.	NP(S) 0117	Narender Kumar	OBC	26/02/76	B.Sc., B.Ed.	28.8	(5) M.Sc. (Maths)	(1) 1 yr.	8	43.8	
70.	NP(S) 0112	Mamta Garg	Gen.	20/02/75	B.Sc.'B' group, B.Ed.	31.8	M.Sc. (Genetics)	(1) 1 yr.	10	42.8	
71.	NP(S) 0161	Lovely Garg	Gen.	21/07/72	B.Sc.'A' group, Shiksha Visharad	31.2	M.Sc. (Statistics)	(1) 11 months	10	42.2	
72.	NP(S) 0093	Bandana Singh	Gen.	02/10/78	B.Sc.'B' group, B.Ed.	25.8		(1) 1 yr.	15	41.8	

1	2	3	4	5	6	7	8	9	10	11	12
73.	NP(S) 0111	Kiran	Gen.	21/12/80	B.Sc.(Hons) Chemistry, B.Ed.	35.4		8 months	6	41.4	
74.	NP(S) 0089	Nisha Rani	Gen.	1/5/77	B.Sc.'B' group, B.Ed.	30.6		Nil	10	40.6	
75.	NP(S) 0145	Reena Saini	OBC	21/04/80	B.Sc.'B' group, B.Ed.	28.8	M.Sc. (Entomology) (1) P.G.D.C.A.	1 yr.	8	37.8	
76.	NP(S) 0071	Vandana Mathur	Gen.	28/1/69	B.Sc. (Environment Science), B.Ed.	25.8	P.G.D.C.A.	(2) 3 yrs.	8	35.8	
77.	NP(S) 0177	Renu Singh	Gen.	3/2/79	B.Sc.'B' group, B.Ed.	28.8	M.Sc.(Botany)	6 months	7	35.8	
78.	NP(S) 0100	Salma Naseeb	Gen.	29/01/74	B.Sc. 'B' Group, B.Ed.	21		(1) 9 months	12	34	
79.	NP(S) 0082	Priyanka Sharma	Gen.	1/5/82	B.Sc. 'B' Group, B.Ed.	24	(5) M.Sc. (Chemistry)	(1) 1 yr.	4	34	
80.	NP(S) 0154	Rekha Kushwah	OBC	10/6/79	B.Sc. 'B' Group, B.Ed.	21.6	(5) M.Sc. (Zoology)	Nil	7	33.6	
81.	NP(S) 0127	Gaja Nand	Gen.	2/7/80	B.Sc. 'A' Group, B.Ed.	22.8	(5) M.Sc.(Maths)	6 months	5	32.8	
82.	NP(S) 0167	Naveen Pathak	Gen.	23/12/83	B.Sc. 'A' Group, B.Ed.	28.2	M.Sc. (Maths) Result awaited	Nil	2	30.2	
83.	NP(S) 0174	Babita Kumari	OBC	5/12/71	B.Sc. 'B' Group, B.Ed.	19.2	—	Nil	5	24.2	
84.	NP(S) 0080	Smt. Santosh Mathur	Gen.	12/3/70	B.Sc. 'B' Group, B.Ed.	12	M.Sc. (Botany)	(1) 1 yr.	6	19	
85.	NP(S) 0197	Kiran Joshi	Gen.	1/11/79	B.Sc. 'B' Group, B.Ed.	33.6		Nil	Absent		

86.	NP(S) 0122	Neha Kalia	Gen.	20/10/82	B.Sc. 'A' Group, B.Ed.	34.8		11 months	Absent
87.	NP(S) 0125	Anuradha Ambusta	Gen.	4/4/72	B.Sc. (Zoology), B.Ed.	33	M.Sc. (Zoology)	8 months	Absent
88.	NP(S) 0114	Sandeep Kumar	Gen.	1/7/81	B.Sc., B.Ed	26.4	—	1yr.	Absent
89.	NP(S) 0107	Anju Sharma	Gen.	20/02/81	B.Sc. 'B' group, B.Ed	31.2		1 yr. 10 months	Absent
90.	NP(S) 0076	Sonia Pandey	Gen.	12/7/77	B.Sc. (Botony), B.Ed.	33.6	M.Sc. (Botany)	5 months	Absent

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**NAVYUG SCHOOL EDUCATIONAL SOCIETY  
HANUMAN ROAD, NEW DELHI**

**G=02+SC=02+OBC=02+ST=01**

MERIT LIST OF THE CANDIDATES, INTERVIEW HELD ON 27/03/2009

No. of Vacancies-07

SUBJECT .....PRIMARY (PHYSICAL EDUCATION)

S No.	ROLL NO.	NAME	CATE-GORY	D.O.B.	QUALIFICATION	MARKS IN WRITTEN TEST (60)	QUALIFICATION HIGHER-THAN RR's (05)	TEACHING EXPERIENCE MORE THAN Prescribed in RR's (05)	INTERVIEW (30)	TOTAL (100)	REMARKS
1	2	3	4	5	6	7	8	9	10	11	12
1.	NP(PE) 0337	Parul Chaudhary	Gen.	7/8/79	B.P.Ed.	32.4	(5) M.P.Ed.	(2) 1 yr. 11 months*	20	59.4	G-I *Experience certificate of current school not attached
2.	NP(PE) 0336	Avinash Dutt Sharma	Gen.	27/08/80	B.Sc. (Physical Education)	33	(5) M.P.Ed.	(1) 1 yr.*	20	59	G-II *Incomplete experience certificate
3.	NP(PE) 0321	Niranjana Rautela	Gen.	24/3/73	B.A.(Pass), D.P.Ed.	33.6	M.A. (Political Science),B.Lib.	(5) 10yrs. 6 months	19	57.6	Not eligible (Less% in B.A.)
4.	NP(PE) 0334	Kamna Saini	OBC	12/10/79	B.P.Ed.	34.2	(5) M.P.Ed.	(2) 1 yr. 9 months*	16	57.2	OBC-I *Incomplete experience certificate
5.	NP(PE) 0278	Azad Pal	OBC	1/11/77	B.A., D.P.Ed.	25.8	(5) M.P.Ed.	(1) 1 yr.	25	56.8	Not eligible (Less % in B.A.)

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6.	NP(PE) 0355	Renu Lata	Gen.	20/08/72	B.P.Ed.	29.4	(5) M.P.Ed.	(2) 2 yrs.	20	56.4	GWL-I
7.	NP(PE) 0311	Vinod Kishor	Gen.	11/9/78	B.P.Ed.	34.2	(5) M.P.Ed.	(2) 2 yrs.*	14	55.2	GWL-II *Experience certificate not attached
8.	NP(PE) 0270	Manjit Singh Dahiya	OBC	16/12/80	B.P.Ed.	25.8	(5) B.Sc. (Physical Education)	(2) 2 yrs.	22	54.8	OBC-II
9.	NP(PE) 0284	Neeraj Kumar	Gen.	10/11/80	B.P.Ed.	30.6	(5) M.P.Ed.	1 month	19	54.6	
10.	NP(PE) 0333	Neeta Kumari	Gen.	8/9/77	B.P.Ed.	28.8	(5) P.G.D.P.Ed, M.P. Ed.	(1) 8 months	19	53.8	
11.	NP(PE) 0331	Anamika	SC	3/9/77	B.P.Ed.	30.6	(5) M.P. Ed.	(5) 4 yrs. 9 months	12	52.6	SC-I
12.	NP(PE) 0354	Vicky	OBC	1/1/84	B.P.Ed.	33		2 months	18	51	OBCWL-I
13.	NP(PE) 0273	Vinod Kumar	SC	23/11/80	B.P.Ed.	24.6	B.A. (Pass)	Nil	26	50.6	SC-II
14.	NP(PE) 0318	Chanda Sagar	SC	6/8/78	B.Sc. (Physical Education), D.P. Ed.	26.4		(1) 6 months	23	50.4	SCWL-I
15.	NP(PE) 0272	Saurabh Rajora	SC	29/12/77	B.P.Ed.	29.4	(5) M.P.Ed., Diploma in sport coaching	(3) 3yrs.	12	49.4	SCWL-II
16.	NP(PE) 0298	Dinesh Kumari	Gen.	27/09/74	B.P.Ed.	28.8	(5) M.P.Ed.	(2) 1 yr. 7 months	13	48.8	
17.	NP(PE) 0341	Jyoti Chawla	SC	29/07/75	B.P.Ed.	25.8		(4) 4 yrs.*	19	48.8	*Incomplete experience certificate

1	2	3	4	5	6	7	8	9	10	11	12	
18.	NP(PE) 0345	Shraddha Sharma	Gen.	23/09/71	B.P.Ed.	31.2		(1) 1 yr.*	16	48.2		*Experience certificate not attached
19.	NP(PE) 0335	Lalit Rohilia	OBC	30/11/79	B.P.Ed.	29.4	B.Sc. (Physical Education)	(2) 2 yrs.*	16	47.4	OBC WL-II	*Incomplete experience certificate
20.	NP(PE) 0262	Kunta Anand	SC	29/06/65	B.P.Ed.	17	(5) M.P.Ed., B.P.Ed.	1 month	15	47		Contractual Teacher at Navyug School, since 2005
21.	NP(PE) 0340	Nand Kumar	Gen.	2/5/79	B.P.Ed.	31.8		3 yrs. 5 months	15	46.8		Not eligible (Part time coach)
22.	NP(PE) 0314	Hemant Kumar	Gen.	13/04/81	B.P.Ed.	28.8	(5) M.P.Ed.	(2) 1 yrs. 7 months	9	44.8		
23.	NP(PE) 0320	Rajender Prasad	SC	5/4/74	B.P.Ed.	30		(1) 10 months	12	43		*Experience certificate of the current school not attached
24.	NP(PE) 0303	Rakhi	SC	15/05/77	B.P.Ed.	25.2	B.A. (Political Science)	(2) 1 yr. 5 months	15	42.2		
25.	NP(PE) 0322	Prity Sharma (Gaur)	Gen.	18/12/76	B.P.Ed.	32.4	<u>B.Com.</u> , M.P.Ed. (Result awaited)	(1) 10 months*	8	41.4		
26.	NP(PE) 0306	Shayam Lal	ST	4/5/78	B.P.Ed.	21	(5) M.P.Ed.	Nil	15	41	ST-I	
27.	NP(PE) 0281	Lalita Kumari	OBC	10/3/83	B.P.Ed.	25.8	(5) M.P.Ed.	Nil	10	40.8		
28.	NP(PE) 0297	Kritika Gupta	Gen.	2/11/85	B.P.Ed.	30.6		1 month	10	40.6		

1	2	3	4	5	6	7	8	9	10	11	12
29.	NP(PE) 0324	Kumud Bala	SC	11/4/70	B.P.Ed.	28.2	B.A. (Hindi), M.A. (Hindi)	Nil	12	40.2	
30.	NP(PE) 0316	Manisha	OBC	23/12/86	B.Ed.	27		Nil	12	39	
31.	NP(PE) 0263	Geeta Rani	SC	4/8/74	B.P.Ed.	25.8	B.A. (English, Hindi, Sanskrit)	(2) 2 yrs.	11	38.8	
32.	NP(PE) 0365	Suman	OBC	28/03/77	B.P.Ed.	27.6		2 yrs. 6 months	8	35.6	
33.	NP(PE) 0294	Jasvinder Kaur	SC	13/04/80	B.P.Ed.	26.4		2 months	8	34.4	
34.	NP(PE) 0344	Bhonri Lal Meena	ST	4/6/76	B.P.Ed.	19.8	B.A. (Pass)	(1) 1 yr. 3 months	10	30.8	
35.	NP(PE) 0279	Rashmi Rani	Gen.	14/4/79	B.P.Ed.	31.2	B.A. (Pass)	2 yrs. 9 months*	Absent		*Incomplete experience certificate.

**NAVYUG SCHOOL EDUCATIONAL SOCIETY  
HANUMAN ROAD, NEW DELHI**

**G=02+SC=02+OBC=03**

MERIT LIST OF THE CANDIDATES, INTERVIEW HELD ON 30/03/2009

No. of Vacancy-07

SUBJECT----- PRIMARY (ART)

Sl. No.	Roll No.	Name	Category	D.O.B.	Qualification	Marks in Written Test (60)	Qualification Higher-than RR's (05)	Teaching Experience more than Prescribed in RR's (05)	Interview (30)	Total (100)	Remarks
1	2	3	4	5	6	7	8	9	10	11	12
1.	NP(A) 0220	Mrs. Chitra Chauhan	Gen.	23/11/78	B.F.A., M.A. (Drawing & Painting)	34.2		(3) 2 yrs. 5 months	16	53.2	G-I
2.	NP(A) 0231	Arun Kumar	Gen.	9/9/75	B.F.A. (Sculpture), M.F.A. (Sculpture)	30.6		(3) 3 yrs. 9 months*	19	52.6	Not eligible (B.F.A. and M.F.A in sculpture)* Current experience certificate not attached
3.	NP(A) 0238	Pratibha Anand	Gen.	6/4/71	B.F.A. (Art Education), M.A. (Drawing & Painting)	27.6		(5) 11 yrs. 3 months	19	51.6	G-II
4.	NP(A) 0227	Sarika Bhatnagar	Gen.	24/12/77	Bachelor of Fine Art-Sculpture, Certificate course in screen printing (3 months), No diploma	28.8		(2) 1 yr. 6 months	17	47.8	Not eligible (2 years full time diploma is not done)
5.	NP(A) 0235	Durga	Gen.	22/07/81	B.F.A. (Art Education), M.A. (Drawing & Painting)	27.6		(15) 1 yr.*	19	47.6	GWL-I *Experience certificate of D.P.S. not attached

6.	NP(A) 0226	Seema Khan	Gen.	10/3/72	B.A. (Hons.)Fine Arts.M.A.(Fine Art)	30	Doing Ph.D.	(1) 1 year	14	45	GWL-II
7.	NP(A) 0248	Vijay Sharma	Gen.	17/10/81	M.A.(Drawing and 24 Painting)		B.A.(Pass), Drawing teacher diploma (3 years)	Nil	21	45	
8.	NP(A) 0247	Ashok Solanki	OBC	27/06/70	B.F.A.(Sculpture) No Diploma	25.2		(1) 10 months	18	44.2	Not eligible (2 years full time diploma is not done, B.F.A. in sculpture)
9.	NP(A) 0240	Archna Tanwar	OBC	17/05/77	B.A(Pass), M.A.(Drawing and Painting)	28.8	Diploma in Photography	(5) 7 yrs. 6 months	9	42.8	OBC-I
10.	NP(A) 0252	Sujjata Bhattacharya	Gen.	19/01/78	B.A.(Drawing, Hindi, Sociology), M.A.(Drawing and Painting)	29.4	Chitra Bhushan (Part-I)	(3) 3 yrs. 5 months	10	42.4	
11.	NP(A) 0212	Kavita	OBC	27/07/71	B.A.(Drawing and painting, Hindi, Geography), M.A., (Drawing and painting)	23.4	Part time Diploma in Art Teacher	(3) 3 yrs. 2 months	15	41.4	OBC-II Contractual Teacher at Navyug School, since Oct. 2005
12.	NP(A) 0211	Meenu Uppal	Gen.	12/7/74	B.F.A-61.3% No Diploma	25.8		(5) 9 yrs. 4 months	10	40.8	Not eligible (M.F.A. and 2 years full time diploma is not done) Contractual Teacher at Navyug School, since Aug. 2008

1	2	3	4	5	6	7	8	9	10	11	12
13.	NP(A) 0237	Saroj Bhan	Gen.	21/01/74	B.F.A., M.F.A.	27.6	B.A.(Pass) Certificate Course- (a) in dress designing (1yr.) (b) in culture and tailoring.	(1) 9 months+ 9 months*	12	40.6	Contractual Teacher at Navyug School, since Nov., 2005. (*Experience certificate not attached)
14.	NP(A) 0213	Subhash	SC	12/9/78	B.F.A., M.F.A.	19.2		6 months	19	38.2	SC-I Contractual Teacher at Navyug School, since Aug., 2006.
15.	NP(A) 0241	Rashmi Mishra	Gen.	1/1/71	B.A.(Pass), M.A., (Drawing and Painting)	24	*Diploma in Art for Drawing teacher (3 yrs.)	(5) 13 yrs.	9	38	
16.	NP(A) 0246	Bharti	Gen.	24/07/80	4 yrs. diploma in Art	24		Nil	14	38	
17.	NP(A) 0223	Monika	Gen.	22/04/77	B.F.A., Master of Visual Art	16.8		(3) 3 yrs. 2 months+1 yr*	18	37.8	*Experience certificate not attached.
18.	NP(A) 0243	Kumud Jain	Gen.	19/8/73	B.A.(Pass), M.A.(Drawing and Painting)	21	2 yrs. diploma in Stitching and Embroidery	(1) 11 months	15	37	
19.	NP(A) 0218	Neelika Kapoor	Gen.	24/10/73	B.F.A., M.A.(Painting)	27.6		Nil	5	32.6	(Not eligible Less experience)
20.	NP(A) 0224	Maneesha Sharma	OBC	5/2/80	B.A.(Drawing and Painting), M.A. (Drawing and Painting)	18		(3) 3 yrs.	10	31	OBC-III

21.	NP(A) 0214	Sunita Rani Gautam	SC	15/07/70	B.A.(Pass), M.A. (Drawing and Painting)	24	Diploma in Commercial Art	1 month	6	30	SC-II	Contractual Teacher at Navyug School, since Nov., 2005.
22.	NP(A) 0217	Usha Devi	Gen.	10/8/70	B.A.,(Hindi, Geography and Drawing)	19.8	B.Ed.	(5) 7 yrs. 9 months	5	29.8		
23.	NP(A) 0244	Neetu Verma	Gen.	15/04/76	B.F.A., M.F.A.	16.8	B.A.(Pass), Certificate in Commercial Art (1yr)	3 months	12	28.8		
24.	NP(A) 0250	Anamika	Gen.	4/2/82	B.F.A. No Diploma	21.6		(1) 1 yr.	5	27.6		(Not eligible-2 years full time diploma not done)
25.	NP(A) 0245	Jai Shri Devi	OBC	20/01/68	Chitra Visharad from Prachin Kala Kendra Chandigarh (5 yrs)	21	Certificate Course in Creative Art	5 months	5	26		
26.	NP(A) 0216	Chetna	OBC	11/2/77	B.F.A., M.A. (Drawing and Painting)	16.8		(2) 1 yr. 9 months	3	21.8		
27.	NP(A) 0239	Priyanka Nagar	Gen.	6/4/71	B.A. (Drawing and Painting Economics, Sociology), M.A. (Drawing and Painting)	19.2		Nil				Absent

1	2	3	4	5	6	7	8	9	10	11	12
28.	NP(A) 0236	Vinlesh	OBC	14/09/67	B.A. (Hindi, Political Science, Drawing and Painting), Art Diploma (5 years)	19.8	*Certificate course 1 yr. in Art Appreciation 1 month (5 months) * Certificate course in Art Sculpture (5 months)				Absent
29.	NP(A) 0225	Upendra Kumar	OBC	15/07/79	B.F.A, M.F.A.	22.2		4yrs.			Absent



**NAVYUG SCHOOL EDUCATIONAL SOCIETY  
HANUMAN ROAD, NEW DELHI**

**G=07 + OBC=01**

MERIT LIST OF THE CANDIDATES, INTERVIEW HELD ON 3 1/03/2009

No. of Vacancies - 08

SUBJECT PRIMARY (MUSIC)

Sl. No.	Roll no.	Name	Category	D.O.B.	Qualification	Marks in Written Test (60)	Qualification Higher than RR's (05)	Teaching Experience more than Prescribed in RR's (05)	Interview (30)	Total (100)	Remarks
1	2	3	4	5	6	7	8	9	10	11	12
1.	NP(M) 0016	Meera Dawar	Gen.	20/11/74	Degree in Kathak (6 yrs.—1st 2 yr. Light Music, 3rd & 4th yr. Vocal Music, 5th & 6th yr. Kathak)	33	B.A. (Pass), NTT	(5) 5 yrs.	22	60	G-I Contractual Teacher at Navyug School, since Sep. 2000
2.	NP(M) 0008	Gagan Deep Kaur	Gen.	5/9/83	Visharad (I &II) from Gandharv Maha Vidhyalaya	32.4	B.A. (Pass), M.A. (English)	(5) 5 yrs. 7 months	20	57.4	G-II Qualification rechecked and found in order
3.	NP(M) 0022	Astha Rani	Gen.	6/5/79	B.A.(Music)	34.8	(5) 1. M.A. (Music)-Hindustani Vocal 2. Sr. Diploma-Hindustani Vocal 3. M. Phil-Hindustani Vocal 4. Prabhakar-Hindustani Vocal	(2) 1 yr. 2 months	15	56.8	G-III Contractual Teacher at Navyug School, since Feb. 2003

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1	2	3	4	5	6	7	8	9	10	11	12	
4.	NP(M)0054	Anish Kumar	Gen.	11/6/81	B.A.(Music)	42.6	(5) M.A. (Music) M.Phil. (Music)		5	52.6	G-IV	
5.	NP(M)0017	Rajesh Singh Negi	Gen.	25/01/79	Sangeet Visharad	24.6		(1) 6 months	25	50.6	G-V	
6.	NP(M)0020	Shweta Mishra	Gen.	29/09/83	Sangeet Prabhakar from Prayag Sangeet Samiti, Allahabad	21.6		(1) 9 months	27	49.6	G-VI	
7.	NP(M)0010	Kum Kum Jha	Gen.	27/05/67	Sangeet Prabhakar (Classical Vocal) from Prayag Sangeet Samiti, Allahabad	18	1. B.A (Psycho.) 2. Sangeet Prabhakar (Sugam Sangeet) 3. Sangeet Praveen (Classical vocal)	(1) 1 yr.	27	46	G-VII	Contractual Teacher at Navyug School, since Aug. 2005
8.	NP(M)0030	Rekha Srivastava	Gen.	10/1/70	B.A, (Hindi, Music, English), M.A, (Hindustani vocal music)	18.6	(5)	(5) 7 yrs.*	17	45.6	GWL-I	*Experience certificate not attached
9.	NP(M)0007	Savita Chhimwal	Gen.	25/01/85	Prabhakar from Prayag Sangeet Samiti, Allahabad	29.4	<a href="#">B.Com</a> (Pass), Diploma in Japanese, Computer course (basic)	2 months	16	45.4	GWL-II	
10.	NP(M)0002	Harjeet Kaur Dadiala	OBC	7/11/79	Sangeet Siromani (Diploma in Hindustani Music), Senior Diploma (Vocal) from Prayag Sangeet Samiti, Allahabad	24.6	<a href="#">B.Com</a> .	2 months	20	44.6	OBC-I	

11.	NP(M) 0058	Suman Jha	Gen.	28/11/74	Sr. Diploma (4 yrs.) from Prayag Sangeet Samiti, Allahabad	19.8	B.A. (Pass)	(5) 10 yrs.	19	43.8	
12.	NP(M) 0043	Papiya (Dutt) Das	Gen.	28/12/69	B.A. (Music) from Khairagarh	26.4	B.Sc. (Physics, Chemistry, Biology)	Nil	17	43.4	
13.	NP(M) 0005	Lajwanti	SC	27/01/77	B.A.(Music)	27	(5) 1.M.A. (Music), 2. M.Phil (music), 3. Sangeet Prabhakar (4th, 5th 6th year)	(1) 6 months	10	43	Not eligible (Experience- 16 months regular +14 months anshkalik)
14.	NP(M) 0048	Preeti Sharma	Gen.	14/10/77	B.A. (Music, Hindi English)	24	1. Prabhakar (Vocal) from Prayag Sangeet Samiti, Allahabad 2. 1st yr. Kathak Dance 3. 1st yr. tabla 4. M.A. (Music) 5. Prathama (Kathak Dance)	(5) 5 yrs. 6 months	9	43	Contractual Teacher at Navyug School, since Feb. 2003
15.	NP(M) 0032	Suman Kalyan Sangiri	Gen.	20/01/85	Prabhakar (Vocal) from Prayag Sangeet Samiti, Allahabad	31.8		(1) 1 yr.+3yrs.*	10	42.8	*Experience certificate not attached
16.	NP(M) 0001	Rashmi Aggarwal	Gen.	13/08/83	Sangeet Prabhakar (Vocal) from Prayag Sangeet Samiti, Allahabad	32.4	<u>B.Com.</u> (Pass), Computer Course (Basic)	(2) 1 yr. 2 months*	8	42.4	*Anshkalik experience

1	2	3	4	5	6	7	8	9	10	11	12
17.	NP(M) 0046	Rajni Rawat	Gen.	2/6/77	Sangeet Prabhakar (Vocal) from Prayag Sangeet Samiti, Allahabad	25.2	B.A. (Pass)	4 months	17	42.2	
18.	NP(M) 0004	Anjani Kumar Mishra	Gen.	10/4/83	B.A. (Music)	24	(5) 1. M.A. (Music) Vocal 2. Prabhakar (Vocal) from Prayag Sangeet Samiti, Allahabad 3. Visharad (Vocal) II yr. 4. Sangeet Nipun (Vocal) III yr.	(1) 1 yr.	12	42	
19.	NP(M) 0031	Archana Sharma	Gen.	6/7/80	B.A. (Hindi, Sanskrit, Music)-Vocal	30.6	1. Diploma in Music 2. M.A. Music (Vocal)	(5) 1 month	5	40.6	
20.	NP(M) 0021	Savita Pant	Gen.	2/9/74	6 yrs. Prabhakar Degree (Vocal)	23.4	6 yrs. Prabhakar (Tabla), Diploma in Electronics	(1) 1 yr.	16	40.4	
21.	NP(M) 0056	Arti	Gen.	3 1/10/78	Sr. Diploma (Light Music) from Prayag Sangeet Samiti, Allahabad	24.6	(2) B.A. (Pass), 6 yrs. course (Vocal Music) from Prayag Sangeet Samiti, Allahabad	(2) 1 yr. 1 month.	9	37.6	

22.	NP(M) 0033	Lavi Saxena	Gen.	15/07/82	B.A. (Vocal Music)	26.4	(5) 1. MA.(Music Vocal) 2. Prabhakar (Vocal) 3. Prabhakar (Tabla 5 yrs.) 4. Prabhakar (Kathak Dance 6 yrs.)	(1) 1 yr.*	5	37.4	*Experience certificate not attached
23.	NP(M) 0019	Anamika Kumari	OBC	19/09/72	*Prabhakar (Music-Tabla) *Visharad (Music-Tabla) *Bhaskar (Music-Tabla)	26.4	B.A. (Sociology), M.A. (Sociology)	Experience not valid	8	34.4	Not eligible (Honorary) experience
24.	NP(M) 0040	Renu Pandey	Gen.	15/12/79	B.A. (Hindustani Music—Vocal)	21	1. M.A. (Hindustani Music Vocal), 2. M. Phil (Hindustani Music Vocal), 3. Diploma (Hindustani Music Vocal)	(2) 1 yr. 5 months.	5	33	
25.	NP(M) 0013	Neelam Mishra	Gen.	25/02/72	Sangeet Prabhakar (Bharat Natyam)	17.4		(5) 12 yrs. 4 months.	10	32.4	
26.	NP(M) 0014	Siddha Trivedi	Gen.	19/02/85	*Sangeet Bhushan (III yr.) Kathak Dance, *Sangeet Visharad (IV yr.)	19.2		(3) 3 yrs. 7 months	10	32.2	

1	2	3	4	5	6	7	8	9	10	11	12
27.	NP(M) 0041	Namita Kumari	Gen.	1/1/70	Prabhakar (Vocal) from Prayag Sangeet Samiti, Allahabad	22.8	Praveen (Vocal) from Prayag Sangeet Samiti, Allahabad	(3) 3 yrs. 5 months	5	30.8	
28.	NP(M) 0035	Kanchan Kumar Jha	Ph. (Blind)	9/4/86	4 yrs. Diploma (Music Vocal) from Prayag Sangeet Samiti, Allahabad	19.8		(2) 1 yr. 6 months in Blind School	8	29.8	
29.	NP(M) 0052	Shraddha Sharma	Gen.	19/12/88	Prabhakar (Vocal) from Prayag Sangeet Samiti, Allahabad	23.4		Nil	6	29.4	
30.	NP(M) 0047	Nisha	Gen.	9/10/75	Sr. Diploma (4 yrs.) from Prayag Sangeet Samiti, Allahabad	22.8	1. Diploma in Nursery Teacher Training 2. Diploma in Computer	(2) 2 yrs. 1 month*	4	28.8	*Honorary
31.	NP(M) 0026	Kumari Neelam Yadav	OBC	8/8/85	Prabhakar (Tabla)	21		(1) 1 yr.	5	27	
32.	NP(M) 0053	RenuVerma	OBC	25/07/79	B.A. (English, Hindi, Music)	15.6	(5) 1. M.A. (Music) 2. M. Phil. (Vocal Music) 3. Sangeet Prabhakar (Vocal) from Prayag Sangeet Samiti, Allahabad	(1) 8 months	4	25.6	

1	2	3	4	5	6	7	8	9	10	11	12
33.	NP(M) 0045	Dharam Wati	OBC	21/08/63	Sr. Diploma from Prayag Sangeet Samiti, Allahabad	13.8		Nil	4	178	Not eligible (Experience 18 months regular + 3 yrs. 4 months. part time) Contractual Teacher at Navyug School, since Sept. 2006
34.	NP(M) 0012	Tulika Srivastava	Gen.	20/02/75	B.A. (Music)	30	M.A. (Music), M. Phil. (Music)	10 months		Absent	

**APPENDIX XVII**  
**NAVYUG SCHOOL EDUCATIONAL SOCIETY**  
 HEAD OFFICE : N.P. PRIMARY SCHOOL,  
 HANUMAN ROAD, NEW DELHI-110 001

**WALK-IN INTERVIEW**

**SPECIAL DRIVE TO FILL UP THE SC/ST/OBC VACANCIES IN NSES**

Applications are invited on plain paper for appointment on CONTRACT BASIS to following posts to be filled in for Navyug Schools for the current academic session till 31.03.2006. The teachers selected will be paid consolidated salary as per guidelines of the NSES:

Sl. N. Category of Post	Qualifications
<b>1. P.G.Ts</b> a. English-2 b. Pol. Science-2 c. History-1 d. Computer Science-4 e. School Counsellor-1	<p><b>For the posts mentioned from a to c:</b>                      First Class Master's degree in the subject concerned.</p> <p>High Second Class Teacher's Training degree (Not less than 55% marks). 3 years' experience of teaching of Sr. Secondary/Higher classes from a Govt./Recognised School.</p> <p><b>For the post mentioned at d:</b>                      Master's/Post-graduate degree with 60% marks in Computer Applications, Computer Science or Information Technology from a recognised Institution.</p> <p><b>For the post at e:</b>                      First Class Master's degree in Psychology and P.G. Diploma in Counselling with 3 years experience of teaching in Senior Secondary/Higher classes.</p>
<b>2. T.G.Ts</b> a. English-6 b. Hindi-3 c. Science 'A'-10 d. Science 'B'-3 e. Social Study-3 f. Computer Science-5 g. Phy. Edn.-2 h. Drawing-3 i. Music-2 j. Work Experience-3 k. Work Experience (Theatre Craft)-3	<p><b>For the posts from a to e:</b>                      High Second Class Master's degree in the subject concerned. High Second Class Teacher's Training degree (Having not less than 55% marks.) 2 years' experience of teaching of Secondary/Higher classes from a Govt./Recognised School.</p> <p><b>For the post at f:</b>                      Bachelor's degree with 60% marks in Computer Applications, Computer Science or Information Technology from a recognised institution.</p> <p><b>For the posts from g to i:</b>                      High Second Class degree in subject concerned or its equivalent Degree/Diploma from a Govt./Recognised institution. 2 years' experience of teaching in the subject concerned from a Govt./Recognised School.</p> <p><b>For the post S. No. j:</b>                      High Second Class Degree/Diploma in any of the following (Having not less than 55% marks):</p> <p>i. B. Sc. (Tech.) Ed. from Regional College of Education NCERT.</p> <p>ii. Degree in Electrical or Electronics Engineering or concerned trade from a Recognised University.</p> <p>iii. Three years' diploma after Higher Secondary/Senior Secondary in Electrical/ Electronics Engg./concerned trade from an institution recognised by the Government.</p> <p><b>For the post at K:</b>                      (i) Matriculation or equivalent examination (having not less than 55% marks).                      (ii) High Second Class Diploma (having not less than 55% marks) from a recognised Drama Institute.                      Two years experience with children in Drama</p>



**3. Primary**

Teachers (Science),  
Primary Teachers  
(Humanities)-20

**For Humanities: Either (A) or (B)**

- (A) (i) High Second Class Bachelor's degree (having not less than 55% marks) in any of the following subjects:  
Hindi, English, Geography, Political Science, Mathematics, History.  
(ii) Teacher's Training degree.  
(iii) 2 Years' experience of teaching in Primary/Higher classes from a Govt./Recognised School.  
(B) High Second Class B.El.Ed having not less than 55% marks with 2 years' experience of teaching in Primary/Higher classes from a Govt./Recognised School.

**For Science: Either (A) or (B)**

- (A) (i) High Second Class Bachelor's degree (having not less than 55% marks) in any of the following subjects: Physics, Chemistry, Zoology, Botany, Mathematics, Environment Science, Bio Science.  
(ii) Teacher's Training degree.  
(iii) 2 years' experience of teaching in Primary/Higher classes from a Govt./Recognised School.  
(B) High Second Class B.El.Ed. having not less than 55% marks with 2 years' experience of teaching in Primary/Higher classes from a Govt./Recognised

**Note:** 05% relaxation in percentage of marks in all the categories will be given to the SC/ST candidates.

**Age Limit:** For P.G.T. and T.G.Ts below 36 years. For female up to 40 years. Relaxable in case of SC/ST/OBC candidates as per Govt. of India Rules.

For Primary Teachers: Below 30 years. For female up to 40 years. Relaxable in case of SC/ST/OBC as per the Govt. of India Rules.

Applications as per the prescribed Proforma in an envelope superscribed with post applied for may be dropped in the box in front of the room of the Deputy Director, NSES at the N.P. Primary School, Hanuman Road, New Delhi on or before 06.10.2005 up to 5.30 P.M.

No application will be entertained by registered post or courier. The Applicants are to drop the applications in the box on the date mentioned above only.

1. Name of the post applied for :
2. Name of the candidate :
3. Father's/Husband's Name :
4. Date of Birth :
5. Educational Qualifications (with details) :  
of marks at each level, percentage  
along with attested photocopies of  
Testimonials and a passport size  
Photograph and experience certificate.
6. Address and Phone No. and any other relevant information.
  - (a) The list of the shortlisted applicants in each category will be displayed on the Notice Board of N.P. Primary School, Hanuman Road on 07.10.2005.
  - (b) Interview of shortlisted candidates will be held from 08.10.2005. Venue of Interview will be indicated in the list of shortlisted applicants.
  - (c) No separate intimation will be sent in this regard.
  - (d) The number of posts may increase or decrease without any notice or reasons thereof.
  - (e) No TA/DA will be given for appearing for interview.

Sd/-

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MEMBER SECRETARY, NSES

**APPENDIX XVIII**  
**NAVYUG SCHOOL EDUCATIONAL SOCIETY**  
 HEAD OFFICE, N.P. PRIMARY SCHOOL,  
 HANUMAN ROAD, NEW DELHI-110 001.  
**"WALK-IN-INTERVIEW"**

Navyug School Educational Society Invites application for the appointment of teachers on contract basis for the under noted posts:

S/No.	Name and number of the post	Qualification required	Age limit
1.	PG-2 (SC,1, OBC-1) English-1 History-1 experience of teaching of Sr. Secondary classes.	First Class Master's degree in the subject concerned. High Second class Teachers Training degree with 55% marks. 3 years	Below 36 years. for female up to 40 years Relaxable in case of SC, ST and OBC as per Govt. of India rules
2.	TGT-10 (SC 3, ST-2 OBC-5) English-1 Science B-3 Science A-5 Computer Science-1	High Second class Master's degree in the subject concerned with 55% marks, High Second class Teacher's Training degree with 55% marks, 2 years experience of teaching of secondary classes. Note: For the Computer Science B.Ed/Teacher's Training degree is not required.	-do-
3.	Primary Teachers (Science, Humanities)-2 SC-1, OBC-1	High Second class Bachelor's degree with 55% marks, Teachers Training degree, 2 years experience of teaching of Primary classes.	Below 30 years. For female up to 40 years Relaxable in case of SC, ST and OBC as per Govt. of India rules
4.	Primary Teacher : (Activity)-5 SC-2, ST-1 OBC-2 Music-2 Art-1 Physical Education-2.	High Second class Bachelor's degree with 55% in the subject concerned of the equivalent, 2 years experiences of teaching in the subject concerned.	-do-

5% relaxation in percentage of marks will be given to the SC/ST candidate. Further in case of SC/ST for the post of PGT the application of candidates having 60% and above marks in Post Graduation without experience will also be entertained. Similarly in case of SC/ST for the post of TGT the application of candidates having 55% marks and above in Post Graduation without experience will be entertained in case of SC/ST for the post of Primary (Academic) and Primary (Activity) the applications of candidates having 55% marks at Graduation level without experience will be entertained.

Interested candidates may appear for an interview along with their testimonials on 31.7.2006 from 10.00 a.m. to 2.00 pm. at the Head Office of Navyug School Educational Society, Hanuman Road, New Delhi-110001. The applications will only be invited up to 2.00 p.m. thereafter the interview will be held. NSES has reserved the right to alter the number of posts notified or not to fill up any post in any circumstances. No T.A./D.A. will be paid.

Sd/-  
 (Dr. Mamta Kochar)  
 Member Secretary

**APPENDIX XIX**  
**NAVYUG SCHOOL EDUCATIONAL SOCIETY**  
**HEAD OFFICE, N.P. PRIMARY SCHOOL, HANUMAN ROAD, NEW DELHI-110 001**  
**"WALK-IN-INTERVIEW"**

**SPECIAL DRIVE FOR SC/ST/OBC**

Navyug School Educational Society Invites application for the appointment of teachers on contract basis for the under noted posts:

Sl.No.	Name and number of the post	Qualification required	Age limit
1.	P.G.T.08 (SC-5, ST-3), Economics-1, History-1, Hindi-1, Mathematics-2, Commerce-1, English-2.	First class Master's degree in the subject concerned, High Second Class Teachers Training degree with 55% marks. 3 years experience of Teaching of Sr. Secondary classes from a Govt./Recognized school.	Below 36 years, up to 40 years for female, PGT in case of SC, ST as per Govt. of India
2.	T.G.T. 17 (SC-8, ST-9) Social Study-2, English-4, Hindi-1, Science "A"-6, Work Exp.-3, Science 'B'-1.	High Second class Master's degree in the subject concerned with 55% marks. High Second class Teacher's Training degree with 55% marks. 2 years experience of teaching of secondary classes from a Govt./recognized school.	Below 30 years up to 40 years in case of SC/ST as per Govt. of India Rules
3.	Primary Teachers (Science, Humanities)-12 (SC-2, ST-5, OBC-5).	High Second class Bachelor's degree with 55% marks. Teachers Training degree. 2 years experience of teaching of Primary classes from a Govt./recognized school.	Below 30 years, up to 40 years. In case of SC/ST as per Govt. Rules.
4.	Lab Assistant-1 (ST-1)	B.El. Ed. with 55% marks along with 2 years experience of teaching of Primary classes from a Govt./recognized school. Intermediate/Sr. Secondary pass with Science subject, 3 years experience of working in Laboratories from reputed institution/organisation in the subject field concerned.	18 to 30 years, up to 40 years. In case of SC/ST as per Govt. Rules.

5% relaxation in percentage of marks will be given to the SC/ST candidates. Further in case of PGT for the post of PGT the application having 60% and above marks in Post Graduation without experience will also be entertained. Similarly in case of SC/ST for the post of TGT of candidates having 55% marks and above in Post Graduation without experience will be entertained. In case of SC/ST for the post of Primary the applications of candidates having 55% marks at Graduation level without experience will be entertained.

Interested candidates may appear for an Interview along with their testimonials on 17.07.2007 from 10.00 a.m. to 2.00 p.m. at the Head Office Navyug School Educational Society, Hanuman Road, New Delhi-110001. The applications will only be invited up to 2.00 p.m. thereafter the interview will be held. NSES has reserved the right to alter the number of posts notified or not to filled up any post in any circumstances. No T.A./D.A. will be paid.

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Sd/-  
Deputy Director

## APPENDIX XX

### NAVYUG SCHOOL EDUCATIONAL SOCIETY

N.P. PRIMARY SCHOOL NO. 1 HANUMAN ROAD, NEW DELHI-110001

### EMPLOYMENT NOTICE

Applications are invited for the undermentioned posts in various Navyug Schools being run in New Delhi by the Navyug School Educational Society:—

Sl. No.	Name of Post	No. of Posts and category	Scale of Pay
1.	Post Graduate Teachers (Commerce, Economics, Computer Science, Political Science, Biology)	11 (SC-5, ST-2, OBC-2, UR-2)	7500-250-12000
2.	Trained Graduate Teachers (Mathematics, Science 'B')	05 (SC-02, ST-01, OBC-01, UR-01)	6500-200-10500
3.	Primary Teacher (Science, Humanities)	02 (ST-01, OBC-01)	5500-175-9000
4.	Primary Teacher (Music, Art, Physical Education)	16 (SC-02, ST-01, OBC-05, UR-08)	5500-175-9000

Detailed Requirements/qualifications for the above mentioned posts may be seen on our website [www.ndmc.gov.in](http://www.ndmc.gov.in) or on the Notice Board at the Head Office of the Navyug School Educational Society at Hanuman Road, New Delhi.

The appointment to the post of TGT will be subject to the outcome of the C.W.P. No. 1853/2003 titled Mrs. Veena Lamba & Others V/s. Chairman, NDMC & Others pending in the Hon'ble High Court of Delhi.

03% reservation under Persons with Disability (Equal Opportunity, Protection of Rights and full participation) Act, 1995 shall be made from the Orthopaedically Handicapped persons only being specific requirement of posts. They shall be adjusted against the category to which they belong.

#### AGE LIMIT:

**For PGT and TGTs** Below 36 years. For female upto 40 years. Relaxable in case of SC/ST and OBC candidates as per Govt. of India Rules.

**For Primary Teachers:** Below 30 years. For female upto 40 years. Relaxable in case of SC/ST and OBC candidates as per Govt. of India Rules.

The age limit will be determined as on 30.09.2004.

As per the decision of Board of Governors the teachers working on contract/*ad-hoc* basis in different Navyug Schools will be allowed only the age relaxation if they fulfill the requisite age limit at the time of their appointment on contract/*ad-hoc* basis and if they fulfill the other requirement/qualifications.

Mode of selection will be interviewed. However, there would be short listing of the candidates depending upon academic performance and only those candidates so short listed shall be called for interview.

The applications complete in all respect with attested photocopies of certificates and mark sheets indicating the qualification, experience, percentage of marks and other information must reach the Navyug School Educational Society, Head Office, N.P. Primary School. No. 01, Hanuman Raod, New Delhi on any working day latest by 04.06.2004 as per format available on our website [www.ndmc.gov.in](http://www.ndmc.gov.in) or on the Notice Board at the Head Office of the Navyug School Educational Society at Hanuman Road, New Delhi-110001.

Incomplete applications or applications received after 04.06.2004 shall not be considered. The candidates already in service should apply through proper channel. NSES reserves the right to increase or decrease the number of posts or not to fill up any number of posts for any reason considered appropriate.

Sd/-

Dy. Director, NSES

## APPENDIX XXI

### NAVYUG SCHOOL EDUCATIONAL SOCIETY

HEAD OFFICE, N.P. PRIMARY SCHOOL, HANUMAN ROAD, NEW DELHI-110 001

#### EMPLOYMENT NOTICE

Navyug School Educational Society invites application for the appointment of teachers on regular basis for the undernoted posts:

##### Sl. No. 1

Name and Number of the Post: T.G.T., Scale of Pay: Rs. 6,500-200-10,500/-, 24(SC-11; ST-9, UR-4), a. English-5, b. Science A&B-6, c. Mathematics-1, d. Physical Education-4, e. Music-1, f. Drawing-1, g. Computer Science-2, h. Work Experience (Technical) 2, i. Work Experience (Theatre & Craft)-2.

Qualification Required: For a. to c. High Second Class Master's Degree in the subject concerned having not less than 55% marks. High Second class Teachers Training Degree having not less than 55% marks. 2 years experience of teaching in secondary/higher classes from a Govt./recognised School.

For d.: (i) High Second class Master's Degree in Physical Education or its equivalent from a recognised University, (ii) Two years experience of teaching from a Govt./recognised School.

For e.: M.A. (Music) or M. Music of any recognised University with 55% Marks.

OR

Hr. Secondary/Senior Secondary along with 3 years diploma in the following with 55% marks; (i) Sangeet Alankar, (ii) Sangeet Kavid, (iii) Sangeet Praveen, (iv) Sangeet Nipun.

OR

B.A. in Music with 55% marks followed by a minimum of 2 years diploma/certificate in Music from an institution recognised by State/Central Government.

OR

Higher Secondary/Senior Secondary along with minimum 7 years/8 years Diploma/Certificate in Music from an institution recognised by State/Central Government with 55% marks.

OR

Sangeet/Nritya Visharad of Prachin Kala Kendra, Chandigarh with 55% marks along with Graduation in any discipline.

(b) 2 years experience of teaching in Secondary/Higher Classes in the subject concerned from a Govt./recognised School.

For g.: Bachelor's degree with 80% marks in Computer Applications, Computer Science or Information Technology from a recognised institution.

For h.: High second class degree/diploma in any of the following having not less than 55% marks. B.Sc. (Tech.) Ed. from Regional College of Education, NCERT.

OR

Degree in Electrical or Electronics Engineering or concerned trade from a recognised University.

OR

Three years diploma after Higher Secondary/Senior Secondary in Electrical/Electronic/concerned trade from an institution recognised by the Government

For i (i) Matriculation or equivalent examination (Having not less than 55% marks). (ii) High second class diploma (Having not less than 55% marks) from a recognised Drama Institute. Two years experience with Children in Drama.

**Note:** For the Computer Science, Music, Drawing and Physical Education and Work Experience B.Ed./Teacher's Training degree is not required.

**Sl. No. 2**

Name and Number of the Post: Primary Teachers, Scale of Pay. Rs. 5,500-175-9,000/-, 18 (SC-2, ST-5, OBC-7, UR-4), Science-9, Humanities-9.

Qualification Required: SCIENCE: (a) High Second class Bachelor's degree having not less than 55% marks in any of the following: Physics, Chemistry, Zoology, Biology, Mathematics, Environmental Science, Bio-Science (b) Teachers Training degree. 2 years experience of teaching in concerned subject in Primary/higher classes from a Govt./recognised school.

OR

B.El.Ed. having not less than 55% marks alongwith 2 years experience of teaching in concerned subject in Primary/higher classes from a Govt./recognised school.

**HUMANITIES:**

(a) High Second class Bachelor's degree having not less than 55% marks in any of the following: English, Hindi, Geography, Political Science, Mathematics, History.

(b) Teachers Training degree.

2 years experience of teaching in concerned subject in Primary/Higher classes from a Govt./recognised school.

OR

B.El.Ed. having not less than 55% marks alongwith 2 years experience of teaching in concerned subject in Primary/higher classes from a Govt./recognised school.

**Sl. No. 3**

Name and Number of the Post: Primary Teacher (Activity), Scale of Pay: Rs. 5,500-175-9,000/-, 13 (ST-1, OBC-6, UR-6), Music-4, Art-4, Physical Education-5.

Qualification Required: Music a High second class Bachelor's degree with not less than 55% marks in/with Music from a recognised University.

OR

Higher Secondary/Senior Secondary with a recognised 4 years diploma in Music from recognised institute having not less than 55% marks.

(b) 2 years experience of teaching of Music in Primary/Higher classes from Govt./recognised institute.

Art: (a) High second class Graduate (55% marks) with Drawing and Painting/Art/Fine Art alongwith 2 years full time diploma from a recognised institution.

OR

Higher Secondary/Sr. Secondary/Intermediate alongwith 4 years full time diploma from a recognised University with 55% marks.

OR

M.A. in Drawing and Painting/Art/Fine Art from a recognised University with 55% marks.

(b) 2 years experience of teaching in concerned subject in Primary/Higher classes from a Govt./Recognised school.

PHYSICAL EDUCATION: Graduate in Physical Education or DP.Ed. with 55% marks.

OR

(a) D.P.Ed. Awarded by a recognised University/Institution after training of minimum one academic session provided that the admission qualification for diploma is atleast a university degree with 55% marks.

OR

Bachelor of Sports, Humanities and Physical Education of Haryana Agriculture University, Hissar with 55% marks.

(b) 2 years experience of teaching in Primary/Higher classes in the subject from a Govt./recognised school.

AGE LIMIT: For T.G.T.: Below 35 years. For female candidates below 40 years. Relaxable in case of SC/ST and OBC as per Govt. of India rules.

For Primary Teachers: Below 30 years. For female candidates below 40 years. Relaxable in case of SC/ST and OBC as per Govt. of India rules.

The candidates already in service should apply through proper channel, NSES reserves the right to increase or decrease the number of posts of any category and also has right not to fill up posts in any special circumstances for the reasons considered appropriate.

03% reservation for handicapped will be given to suitable candidates found to be eligible for the post. They will be adjusted in the category to which they belong 5% relaxation of marks will be given to the SC/ST candidates in all the category of posts.

Mode of selection could be either written test or interview or both depending upon the No. of applicants. Further there could be shortlisting of the candidates depending upon academic performance.

The applications complete in all respect with attested photocopies of certificates and mark-sheets indicating the qualification, experience, percentage of marks and other relevant information must reach the Navyug School Educational Society, Head Office N.P. Primary School No. 1, Hanuman Road, New Delhi, on working days. The last date of receipt of applications is 14.07.2008 up to 5 P.M. in the given format appended herewith. Envelopes should be superscribed with the name of the post applied for incomplete applications or applications received after 14.07.2008 shall not be considered.

Sd/-

(VIKRAM DEV DUTT)  
MEMBER SECRETARY, NSES

## FORMAT

**NAVYUG SCHOOL EDUCATIONAL SOCIETY**

HEAD OFFICE, N.P. PRIMARY SCHOOL No. 1, HANUMAN ROAD, NEW DELHI-110 001

- Application for the Post of :  
 1. Name of the Candidate (In capital letters) :  
 2. Father/Husband Name :  
 3. Date of Birth (In figure) :  
 (In words) :  
 4. Employment Exchange No. (If registered) :  
 5. Caste/Sub-Caste :  
 6. Permanent Home Address (With Telephone No.) :  
 7. Address for Communication (With Telephone No.) :  
 8. Educational/Professional/Technical Qualifications :

Recent  
Passport-  
size  
photograph

Sl. No.	Examination Passed with Year of Passing	Name of School/ University	Regular/Private/ Correspondance	Subject Offered	Max. Marks	Marks Obtained	% of Marks	Division
1.								
2.								
3.								
4.								
5.								
6.								
7.								

## 9. Experience:

Sl. No.	Name of School/ Institute	Whether Recognised or not	Name of Post Held & Scale of Pay	Basic Pay Drawn/Drawing	Classes Taught	Regular or Part Time	Period	
							From	To
1.								
2.								
3.								
4.								

10. Details of participation in co-curricular activities, sports, literary activities, dramatics etc. during student life or teaching period.

11. Details of any other service done in the school or for the Society.

Copies of certificates required to be enclosed: 1. Attested copies of Educational, Professional and Technical Qualification Certificates. (Essentially with High School Certificate to verify date of birth). 2. Attested copies of Mark Sheets in each Examination as mentioned above in Sl. No. 1. 3. Attested Certificate of Scheduled Castes/Scheduled Tribes/Other Backward Classes. 4. Experience certificate duly countersigned by the concerned Zonal Education Officer/Deputy Education Officer/Competent Authority. 5. No objection certificate from the present employer if the candidate is already in service.

Signature of the Candidate

Address -----

Contact Telephone Number, if any

(Res.): -----(Off.):-----



### APPENDIX XXIII

#### NAVYUG SCHOOL EDUCATIONAL SOCIETY

A SOCIETY REGISTERED UNDER SOCIETIES REGISTRATION ACT, 1860

FINANCED BY THE NEW DELHI MUNICIPAL COUNCIL

N.P. Primary School, Hanuman Road,

New Delhi-110 001

Applications are invited from the eligible candidates for the undernoted posts as per detail given below:

Name of the Post	No. of Subject-wise Post	Category*	Scale of pay
Post Graduate Teachers Special Recruitment Drive for SC/ST	Commerce-01 Economics-02 History-02 School Counsellor- cum-guidance Teacher-01	SC-04 ST-02	Rs. 7,500-250-12,000/- (Pre-Revised under 5th C.P.C. & to be revised as per Govt. of India orders under 6th C.P.C.)

\*Being small number of vacancies in each subject the reservation is determined on the basis of cadre strength.

Principal	03	UR-02 OBC-01	Rs. 12,000-16,500/- (Pre-Revised under 5th C.P.C. & to be revised as per Govt. of India orders under 6th C.P.C.)
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The details of essential/desirable educational qualifications, age, experience etc. in respect of the above posts can be downloaded from our website:[www.ndmc.gov.in](http://www.ndmc.gov.in)

Applications neatly typed on the proforma available on our website:[www.ndmc.gov.in](http://www.ndmc.gov.in) supported with the attested copies of certificates and complete in all respect giving specific information in reference to the eligibility condition should reach the office of the Deputy Director, Navyug School Educational Society, N.P. Primary School, Hanuman Road, New Delhi-110 001 latest by 21.06.2010 on any working day between 10.00 a.m. and 05.30 p.m. Incomplete or applications received after 21.06.2010 shall not be entertained.

Candidates already in service should apply through proper channel.

The NSES reserves the right to increase or decrease the number of post of any category and also has right not to fill up post under special circumstances for the reasons considered appropriate.

The mode of selection could be either written test or interview or both depending on the number of applications received. Further, there could be shortlisting of the candidates depending upon the academic performance and teaching experience.

(1937087—1)

Sd/-  
Director (NSES)



## APPENDIX XXIII

### **Court: Keeping workers permanently temporary ill behoves government**

J. Venkatesan

- **Bench expresses displeasure at BRO's treatment of casual workers.**
- **Vartak Labour Union members have been working with it for 30-40 years.**

**New Delhi:** The Supreme Court has deprecated the Union of India engaging casual workers and keeping them in temporary service for long without making them permanent employees, thereby denying the benefits due to them.

Expressing its displeasure and anguish at the manner in which the Border Roads Organisation treated its casual workers, a Bench of Justices D.K. Jain and H.L. Dattu said engaging casual workers for less than six months and giving them artificial breaks so that they would not become eligible for permanent status ill behoved the Union of India and its instrumentalities, "which are supposed to be model employers".

Justice Jain, writing the judgment, quoted an earlier ruling said: "It is a fact that a large number of casual labourers have worked with Project Vartak for a number of years but their period of engagement at no stage is more than six months at a time. Their services are terminated before the completion of six months and they are recruited afresh and they do not get the status of permanent employee. As per the regulations, casual personnel are not eligible for any other privileges for continued employment under the government."

In the instant case, the Union of India appealed against a Gauhati High Court judgment directing the government to regularise the services of members of Vartak Labour Union, some of whom had been working with the BRO for 30 years. Formulation of any scheme for regularisation being a matter of policy, it was not within the High Court's domain to direct regularisation of the services of temporary appointees, the Centre said. The Bench agreed with its contention and said the Union's claim for regularisation of its members merely because they had been working for BRO for a considerable period could not be granted in the light of several decisions of this court. The Bench, quoting these judgements, said: "Casual employment terminates when the same is discontinued and merely because a temporary or casual worker has been engaged beyond the period of his employment, he would not be entitled to be absorbed in regular service or made permanent, if the original appointment was not in terms of the process envisaged by the relevant rules."

However, in the facts and circumstances of the case, where the union members had been employed in terms of the regulations and had been consistently engaged for the last 30 to 40 years, of course with short breaks. "We feel the Union of India would consider enacting an appropriate regulation/scheme for absorption and regularisation of the services of casual workers engaged by the BRO for execution of its ongoing projects," the Bench said.



**APPENDIX XXIV**

**MINUTES**

**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES  
AND SCHEDULED TRIBES  
(2011-2012)**

(FIFTEENTH LOK SABHA)

**SECOND SITTING**

**(26.05.2011)**

The Committee sat from 1500 hrs. to 1615 hrs. in Committee Room "B",  
Parliament House Annexe, New Delhi.

**PRESENT**

Shri Gobinda Chandra Naskar — *Chairman*

**MEMBERS**

*Lok Sabha*

2. Shri Bhudeo Choudhary
3. Smt. Santosh Chowdhary
4. Smt. Jyoti Dhurve
5. Shri Biren Singh Engti
6. Shri Prem Chand Guddu
7. Dr. M. Jagannath
8. Shri Mohan Jena
9. Shri Mohinder Singh Kaypee
10. Shri Virendra Kumar
11. Shri Bharat Ram Meghwal
12. Shri Ashok Kumar Rawat
13. Shri Bajju Ban Riyan
14. Dr. Kirit Premjibhai Solanki

*Rajya Sabha*

15. Shri Silvius Condpan
16. Shri Jabir Husain
17. Dr. Bhalchandra Mungekar
18. Shri D. Raja
19. Shri K.B. Shanappa
20. Shri Veer Singh
21. Shri Veer Pal Singh Yadav

**SECRETARIAT**

1. Dr. R.K. Chadha — *Joint Secretary*
2. Ms. J.C. Namchyo — *Director*
3. Shri Hoti Lal — *Addl. Director*



At the outset, the Hon'ble Chairman welcomed the Members of the Committee. The Committee then considered the draft report on "Termination of 10 SC ex-teachers appointed by Navyug School Educational Society of New Delhi Municipal Council on contract basis during Special Recruitment Drive 2005 and 2007" and adopted the same with minor modifications.

2. Since, the House is not in session, the Committee authorized the Chairman to finalise the Report in the light of consequential changes and present to Speaker, Lok Sabha in terms of Direction 7 1A of the Directions by the Speaker, Lok Sabha which reads as under:

*"(1) Ordinarily the report of the Committee shall be presented to the House, but in case the Committee complete their report when the House is not in session, the Chairman of the Committee may present it to the Speaker.*

*(2) The Speaker may under the provisions of rule 280 order the printing, publication or circulation of the report before its is presented to the House."*

3. During the sitting Committee decided to hold their next meeting on 7<sup>th</sup> June, 2011.

*The Committee then adjourned with a vote of thanks to the Chair.*

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