

SCTC No. 791

**COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(2015-2016)**

(SIXTEENTH LOK SABHA)

FIFTH REPORT

ON

**MINISTRY OF HUMAN RESOURCE DEVELOPMENT
(DEPARTMENT OF HIGHER EDUCATION)**

**Role of Educational Institutions including Universities, Technical, Medical and
Engineering in socio-economic development of SCs and STs - Implementation of
reservation policy In University Of Delhi"**

Presented of Lok Sabha on 18.12.2015

Laid in Rajya Sabha on 18.12.2015



**LOK SABHA SECRETARIAT
NEW DELHI**

18 December, 2015/27 Agrahayana, 1937 (Saka)

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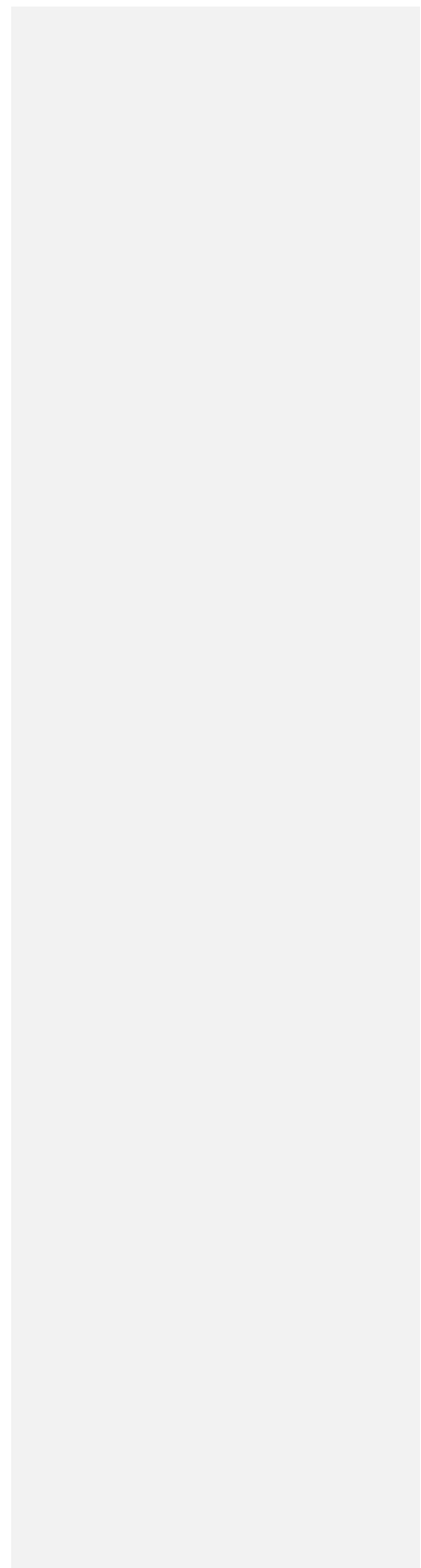
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**COMPOSITION OF THE COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES (2015-2016)**

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| 4. | Ms. Pooja Kirthwal | - | Committee Assistant |

REPORT

INTRODUCTION

University of Delhi is known for its high standards in teaching and research, as well as the eminent scholars it attracts to its faculty. Ever since its inception, a strong commitment to excellence in teaching and research has made the University of Delhi a role-model and path-setter for other Universities in the country. Its rich academic tradition has always attracted the most talented students who later went on to make important contributions to their respective societies and also to the Country at large. The faculty of the University of Delhi drawing talent, commitment and experience from different strata of the society had been the backbone of the University's rich heritage. Academicians from reserved categories too had contributed their mite. Lamentably though of late several instances of grave injustice and bias attitude being meted out to the reserved category faculty and staff have come to the notice of the Committee. It is in this context that the Committee undertook examination of the policy being implemented in University of Delhi in particular as part of the subject "Role of Educational Institutions including Universities, technical, medical and engineering in socio-economic development of SCs & STs" selected by the Committee on the Welfare of Scheduled Castes and Scheduled Tribes for examination and report during the year 2015-2016. In this regard, the Committee received various representations citing cases of gross violation of reservation policy in recruitment of both teaching and non teaching staff in the University of Delhi and its various colleges.

GIST OF THE REPRESENTATIONS

2. The Committee received various representations regarding gross injustice being meted out to faculty members belonging to reserved category in various colleges. The gist of the instances as emanating from their representations is dilated as under:

(i) **Zakir Hussain College** – The applicant has stated that in the English department of the College, out of a total of 15 posts, 3 fall against SC points in the roster that was approved by the University of Delhi on 28.10.2013. However as contended by the applicant, the college had filled up the backlog of ST category against one of the SC post. Also one of the SC position fell vacant after the resignation of one SC category teacher in 2013. On 27 February, 2015, the college had appointed an unreserved candidate against the SC post on which she was working till 10.02.2015. According to her, there is not a single SC teacher in the English department of its total strength of 15. The applicant had, therefore, requested the Committee to look into the matter and direct the college to restore SC position as per the approved roster of the University **(Annexure A)**.

(ii) **Lakshmibai College** - It was contended by the applicant that in August, 2011 the Department of Political Science advertised one ST vacancy for the post of Assistant Registrar on ad-hoc basis. In February, 2014, however, the permanent vacancies for the post of Assistant Registrar were advertised by the college in its various departments converting ST post into SC category. However, again in February, 2015, the college issued corrigendum to its earlier advertised posts. As per the corrigendum, only two general posts were advertised. The applicant had, therefore, sought Committee's intervention in the matter **(Annexure B)**.

(iii) **Aryabhata College** - According to the applicants, there are 40 existing permanent teachers in the College but there isn't a single ST teacher. Recently, the college has advertised 27 new faculty posts but not a single vacancy is reserved for ST

category. The applicants have claimed that even the college Liaison Officers (SC/ST and OBC) had raised their objections but the college administration did not consider any of the objections. The applicants have, therefore, requested that the matter be looked into. **(Annexure C)**.

(iv) **Shaheed Bhagat Singh College** - It has been reported by the applicant that roster is being manipulated at both college level and University level and that there is no proper representation of SC/ST/OBC in the vacant posts. By way of illustration, the applicant had stated that among the posts advertised in the Department of Political Sciences, no post is reserved for SC/ST. The applicant had, therefore, requested for intervention to direct the college/University to get the roster corrected before going ahead with the recruitment process. **(Annexure - D)**.

(v) **Acharya Narendra Dev College** - The applicant had submitted that he was serving as ad hoc faculty in the Botany Department on leave vacancy from 17 January, 2014 and was terminated on 31 July, 2015 without giving any reason. He was the only SC candidate in the interview for the same post on 16 July, 2015 but he was not found suitable due to biased attitude of the Principal and SC/ST observer. He had, therefore, requested that necessary action be taken to correct the injustice done to him. **(Annexure E)**.

3. In order to have in-depth study of the subject matter, the Committee undertook oral evidence of the representatives of the Ministry of Human resource Development (Department of Higher Education) and University of Delhi at its sittings held on 8 April, 2015 and 1 June, 2015 respectively. The Committee also undertook an on-the-spot study visit of University of Delhi on 9 July, 2015 to hold discussions with SC/ST Teachers/ Employees Welfare association; DOPT; University Grants Commission (UGC); Vice Chancellor, University of Delhi and to inspect the rosters and hear out the grievances/ complaints of the SC/ST Teachers and employees of University of Delhi.

4. The Committee were informed that as per the University of Delhi Act, Statutes and Ordinances, appointments in teaching and non-teaching positions in the colleges are made by the respective Governing Bodies of the Colleges concerned. As far as procedure of appointments is concerned, it is being done by the Colleges as per laid down procedure and Recruitment Rules formulated by the University for such appointments. Therefore, the Colleges maintain the records of the sanctioned strength, vacancy position, reservation rosters and such other documents which are essential for appointment of staff members in the Colleges. The reservation rosters prepared by the Colleges were vetted by the University to ensure that the operation of the reservation rosters was as per the rules prescribed by the Govt. of India as communicated by the UGC from time to time and adopted by the Executive Council accordingly.

5. Regarding the filling up of the vacant posts, the Committee were informed that as far as colleges were concerned, they had filled up some of their posts in the recent past. Further, the process had already been initiated for filling up the remaining posts on priority. As per input received from the colleges, earlier the vacant posts could not be filled for various reasons which include non-receipt of approval from the respective funding agencies, i.e. UGC, Govt. of NCT of Delhi to this effect, finalization of reservation rosters of various cadres, recent guidelines of Supreme Court on PWD reservation, amendment in recruitment rules, litigation on account of minority status etc. among others.

RECRUITMENT OF TEACHING AND NON-TEACHING STAFF

6. On being asked about the vacancy position in the University by the Committee, Dean, Legal Affairs responded as under:-

“About university data, we have 794 posts of Assistant Professors, as per roster. Of these, 378 are unreserved, 119 are SC, 59 are ST, 214 is OBC and 24 posts are persons with disability, which is a cross-cutting roster that we have. We have in place already 422 posts that are filled, of which unreserved are 295, SCs are 53, STs are 23, OBCs 37 and persons with disability are 14. We have advertised the other posts. Of these advertised posts, we have advertised another 166 unreserved posts and these are under way”.

7. As informed by the University of Delhi in writing the vacant positions (numerical as well as percentage-wise) in teaching and non-teaching category in the University are given at **Annexure F and Annexure G respectively**. Similar information regarding affiliated colleges is summarized at **Annexure H**. It was further informed that the University and its affiliated colleges had made efforts to fill up the vacant posts from time to time depending upon availability of vacancies arising in various cadres. A glimpse of the efforts made by the University in this direction is placed at **Annexure I**

8. On being asked about the procedure vis-à-vis composition of the Selection Committee for teaching and non-teaching cadre, the Committee were informed in writing that Selection Committee in respect of teaching staff is constituted as per UGC guidelines and adopted by the Executive Council. A copy of the composition of the Selection Committee is placed at **Annexure J**. Selection Committee in respect of non-teaching staff is constituted as per the Recruitment Rules (Non Teaching Employees) prepared under Ordinance XXII-D of the Ordinances of the University as amended from time to time. A copy of the composition of the Selection Committee is placed at **Annexure K**. Nevertheless, the University intends to fill up the vacancies by this year end. Thereafter the University would go for Special drive as per rules.

9. When the Committee enquired about the total Professors in University of Delhi and the reasons for existing deficiency of SCs and STs Professors, the University of Delhi in its written reply states as under:-

“There was no deficiency in this regard as the reservation at the level of Professors had been implemented with effect from 09.09.2013. The University immediately advertised posts in this category vide advertisement dated 31.10.2013. Three Professors in SC category have already been appointed. The recruitment process for remaining vacancies is underway. Information with respect to the total number of Professors in the University along with representation of SC/ST category as on 01.04.2015 is as follows:

Total Professors in University of Delhi as on 01.04.2015				
Name of post	Sanctioned Strength	In position		
		UR	SC	ST
Professor	264	118	03	--

10. On being asked about the time by which the vacant posts of Professors would be filled up, the University of Delhi responded in writing as under:-

“The University had advertised 23 posts of SC category and 08 posts of ST category Professors vide advt. no. 248 dated 31.10.2013. Out of this, 3 Professors in the SC category have already joined the University. Further, the University has again advertised 14 posts in the SC category and 06 posts in the ST category at the level of Professors vide advertisement No. 256 dated 13.05.2015. The recruitment process is already underway and the validity of this advertisement is up to October-November, 2016”. However, the University intends to fill up the vacancies by this year end. After that the University would go for special drive as per rules.

11. When the Committee queried about the roadmap formulated in this regard and the time limit fixed to achieve the prescribed percentage meant for SC (15%) and ST (7.5%) in teaching and non-teaching cadre, the University of Delhi informed the Committee in writing as under:-

“The University had advertised 667 posts including positions in SC and ST category at all levels of teaching posts vide advertisement nos. 247 and 248 dated 23.10.2013 and 31.10.2013. The validity of the advertisements has expired in April, 2015. Therefore, the University immediately issued fresh advertisement for the teaching positions at all levels vide advertisement no. 256 dated 13.05.2015, wherein 473 posts have been advertised to ensure that the requisite number of posts are filled in a definite time frame. The validity of this advertisement is October-November, 2016. The details is placed at **Annexure L**.

As far as non teaching positions are concerned, the University had advertised various posts vide advertisement no. 246 dated 06.11.2013. The validity of the advertisement has expired in April, 2015. Further, the University has advertised vacancies in non teaching category vide advt. no. 251 dated 08.01.2015 and 253 dated 16.03.2015. The details are at **Annexure L**.

Recruitment process is already underway and it is expected that a larger number of vacancies will be filled up by virtue of this advertisement in near future. The University is according due importance and making every possible effort to fill up these vacancies at the earliest.

12. On being enquired by the Committee as to what specific steps were taken by UGC in respect of implementation of reservation policy of backlog vacancies in University of Delhi, the Chairman, UGC stated as under:-

“The specific steps that were taken by the UGC are that we wrote a letter on 1st April, 2007. Then, another letter was issued on 1st October, 2008. Third one was written on 24th February, 2009. These letters were written to strictly adhere to the reservation policy to display their reservation roster on their website and filling up of the remaining identified backlog. These were the letters which were written”.

13. When the Committee asked about the impact of letters written by UGC, the Chairman, UGC responded as under:-

“Earlier, reservation was not there on the post of Professor and Associate Professor owing to the effect of the same. It was expected from University of Delhi. It has left some slight effect. Yes, certainly it has since the position of vacancies is very high and this information has also been supplied here about the total number of vacant positions. Total number of vacant positions are 893 at all the three levels combining Professor, Associate Professor and Assistant Professor and they are in all the categories. One of the reasons for the same has been the visitors nominee in the University in the past. That issue has been resolved as of now because five visitor's nominees have been conveyed to the university. Now, we have been asking the universities to speed it up because that problem is no longer there. If one visitor's nominee is not available, then the other one is available there”.

STAFF STRENGTH

14. In its written reply, the University of Delhi informed the Committee about the staff strength of non-teaching staff in Grade A, B, C and D posts in University of Delhi as under:

Category of Post	Total No. of Employees in Position	Number of		Percentage of Total		Shortfalls	
		SCs	STs	SCs	STs	SCs	STs
A	102	16	5	15.68	4.9	Nil	3
B	393	54	24	13.74	6.11	5	5
C&Erstwhile D	1165	246	42	21.11	3.6	Nil	45
Total	1660	316	71	19.04	4.28	5	53

15. With regard to staff strength of teaching staff in University of Delhi, the Committee were informed in writing as follows:

Category of Posts	Total no. of Employees in Position	Number		Percentage of total		Shortfalls	
		SCs	STs	SCs	STs	SCs	STs
Principal	-	-	-	-	-	-	-
Professor	121	3	0	2.47	0	15	9
Associate Professor	271	7	1	2.58	0.36	33	19
Assistant Professor	421	53	23	12.58	5.46	10	8

APPOINTMENT OF PRINCIPALS

16. When the Committee sought clarifications about the post of the Principal and its five year term, the Dean, Legal Affairs responded as under:-

“One is that the qualification required for the post of Principal is of a Professor under the latest UGC guidelines of 2010 whereas every other post in a college is a Lecturer post or an Assistant Professor post. This is a single post and the DOPT says that where there is a single post in a particular institution, that will not be reserved. In addition, it is also a term post because it is not for life but it is for five years. Thereafter, he goes back to the very place from where he had come on extraordinary leave or lien. These are two reasons because as per Department of Personnel and Training, when there is a single post in a particular institution, there will be no reservation for SCs, STs and OBCs. That is a single post because there is one Principal in each college. If you see, you can think that there are 65 colleges under the University of Delhi. But that is no cadre because there is one post of Principal in each college.

17. When the Committee enquired about the details of the Principals in various colleges belonging to reserved category along with details of Scheduled Castes/ Scheduled Tribes candidates considered/selected/rejected for the post of Principal with reasons therefor, the University of Delhi in its written reply stated as under:

“The reservation roster was not applicable for the post of Principal, being a standalone post for each college in line with the DOP&T guidelines in this respect. The Government Body of the college is the Appointing Authority of the Principal of that college. Since the Principals are appointed against unreserved post, their category status is not maintained.

18. To the pointed query by the Committee as to whether a Professor alone can be posted as Principal, the Vice Chancellor stated as under:-

“... A Principal is appointed through an open advertisement. To be eligible to be appointed as Principal, you do not have to be only a Professor, you could also be an Associate Professor. Then there is an interview process. In the interview, a Principal is selected. So, it is not that a Professor cadre person is appointed. He could also be an Associate Professor who becomes a Principal”.

19. The procedure for the appointment of Principals in the colleges i.e., eligibility and qualifications etc. as furnished to the Committee is given in **Annexure M**.

20. When the Committee desired to know as to whether all the 66 posts of Principal could be consolidated and taken as a single post, so that reservation roster could be made applicable, the Vice-Chancellor responded as under:-

“I do not know. I will have it examined. Off hand, as a lay person I would like to say, I could be wrong, the appointing authorities are different for each of the colleges. There are different governing bodies. It is not one body. That is why it cannot be clubbed under one. But I will have it examined”.

21. He also added as under:

“I will be happy to implement and I will look for your guidance. If you can give me that, I will give you my word we will take it forward”.

Comment [KMR1]: Fd by hI

RESERVATION ROSTERS

22. During the course of evidence undertaken by the Committee on April, 2015, the Vice-Chancellor, University of Delhi briefed the Committee as under:

“.....I wish to assure this Committee that the University of Delhi is completely committed to the business of creating complete justice in the recruitment of reserved category positions, and we have tried to follow -- to the best of our ability -- the Government of India regulations issued by DoPT for reservation through what is called a 200-point roster principle.

I may, if you allow me, very briefly mention to you as to what was the situation some time back and how the University moved in a pro-active manner. The first thing that we did was that when these posts were created due to the so-called positions granted to us, we waited for the delineation of positions in the University System. So, if you allow me, I will quickly explain as to what is the University System. The University System is a two-tier system, that is, a Post-Graduate System and an Under-Graduate System. All Post-Graduate Departments are under the direct jurisdiction of the Vice-Chancellor of the University of Delhi where there are several positions in each Department. At the Under-Graduate level, no matter what the subject, these are under the jurisdiction of different colleges. So, we have 65 odd colleges of the University of Delhi each functioning as an independent unit for Under-Graduate Systems for Under-Graduate teaching. They are governed by the Governing Body. At the Post-Graduate level, it is under the University of Delhi, that is, the Vice-Chancellor. So, there are two appointment processes, that is, for all Post-Graduate Departments, it is the Vice-Chancellor who creates the recruitment process, and at the Under-Graduate level it is the Principal of each college under the jurisdiction of their Governing Body that creates this recruitment process. Therefore, as per our Constitutional mandate, each college is treated as a unit for their positions. At the University level, for all Post-Graduate positions across all Departments we treat the University as one unit. That is why there may be this apparent confusion that there are two units, that is, colleges separately and universities separately. It is because it is mandated by regulations.

When it comes to a college system, we have a position of a Principal. I just wish to clarify one thing. I have not collected any data. Principal's positions are five-year term positions, and as per the way we understand, for five-year term positions there are no reservations. Secondly, though, I have not collected official data, but there are reserved category Principals in the system appointed not because there was a reserved position, but because of merit that they deserved to be there. I am aware at least of one college where I was personally involved in the selection process, and we selected a person from the reserved category and that college has performed very creditably. It goes to the credit of the Principal, and it gives me pride that I had a role to play in the selection process. So, I hope that I have clarified why Principals positions are not reserved.

When it comes to all other Departments within a college, we will have various Departments. You take any college, and there will be political science, mathematics, etc. and they are not treated as units, but the entire list of positions -- created within the college -- is being treated as a unit and then we implement the 200-point roster. When a

college makes its roster as per the regulations of the Government of India, then that roster comes and the University inspects that roster to make sure that they have followed the regulations. Each roster is examined in great detail. Colleges are given back our advice that you may change this as you have erred over there and you need to correct this and it takes a little bit of time. But as I have been given to understand, I think that now all rosters in all colleges are completely in order.

In the Departments, we treat the University as one unit and we have followed the 200-point roster system. If you allow me, then I would also like to state as to how we created this 200-point roster system. We follow exactly what the Government of India tells us as per DoPT guidelines, but when we made the roster, then we invited every college and each college has what is called a Liaison Officer and the Principal. The Liaison Officer's job / responsibility is to make sure that the roster is made in accordance with the regulations. All of them were invited to a day-long presentation where we explained to them in complete detail as to what is this roster system that we are implementing, which is the Government of India regulation. In the day-long process where everything was made completely transparent, open, presented in public in a big Conference Hall because there were large numbers present there was enormous give and take, understanding, and the roster was finally created and approved by the Executive Council of the University of Delhi. This is the supreme body of the University of Delhi, which has executive powers to create these ordinances for reservations, and that was approved.

I would also like to state that in this process we made sure -- as best as possible and to the best of our knowledge and ability -- that we have not transgressed anywhere. This matter was then initiated after Executive Council approval and communicated to each college to follow this roster system and get their rosters approved by the University. After approval, the colleges have begun the recruitment process. I would also like to add that as soon as I had the ability, I implemented, of my own volition, reservation at the level of Associate Prof. and Prof. in the University System. The University had, prior to my intervention, resisted reservations at the level of Associate Prof. and Prof. I cannot answer for that and I am not blaming anyone, but I pro-actively did that.

Also, I would like to mention and it is on record that, when I have Chaired the Selection Committees at the Post-Graduate level, if I have found candidates of ability from the reserved category, I have put them against open categories so that the reserved category can also be given to another reserved category student. It is not because I am doing anyone a favour. Please do believe us that I have been looking at students and potential teachers for a long time. I have been a teacher in this system for 30 years.....”

Comment [r2]: ed. by e1

23. Dean, Legal Affairs further clarified the matter as under:-

“As the Vice Chancellor has just explained, at the university level, we have three cadres, that is, professor, associate professor and assistant professor. In each of our 65 colleges, we have only one cadre which is called ‘assistant professor’ The person who was called lecturer, now can get reader’s grade. We only have sanctioned posts of lecturers. As per the Direction given by the UGC, the Delhi University since the year 1997 has introduced reservation for SCs and STs for all lecturer posts. In the year 2007 the UGC instructed us that in the lecturer grade, which is now called Assistant Professor, the reservation should also be implemented for OBC in accordance with the regulation of UGC. In the year 2013, after the O.M.I of MHRD regarding preparation of single roster in colleges and University, the process of recasting started. I will elaborate on this later on. As far as the colleges are concerned, our 15% posts are reserved for SCs and 7.5% for STs and 27% for OBC. In every college 200 posts reservation roster for direct

recruitment is followed and you know that direct recruitment reservation roster for two to three types of posts is implemented. For example I quote two colleges. Though I have all the figures with me. If you calculate as per the 200 point roster, Deshbandhu College the number of posts sanctioned is 198, which are sanctioned by the UGC for this college. Out of it 101 posts are unreserved, 29 for SCs, 15 for ST and 53 for OBC. I repeat once again. There are 198 sanctioned posts in the Deshbandhu College and if you unreserve, 50% thereof, then it comes to roughly around 101 unreserved posts because the manner in which roster is framed and for SC on the basis of roster point 29 posts are which are double to 15 posts, as total sanctioned posts are around 200 and 15 posts are for STs and 53 for OBC. Now I come to Hansraj college.

24. On being asked by the Committee about the rationale behind recasting the roster and the manner in which the same helped in implementation of the Government direction on reservation policy, the University of Delhi in its written reply stated as under:

“The University has recast the reservation roster for teaching posts with effect from 03-09-13 by taking the University and colleges as a unit respectively in compliance with the direction of the UGC as communicated vide letter dated 09-05-13 and MHRD as communicated vide OM dated 25-06-13. To elaborate, information with respect to representation of various reserved categories before recasting of the rosters taking University as a unit and after its recasting for the Assistant Professors of the University is placed in the following table.

	SC	ST	OBC	UR	Total
Posts of Assistant Professors before recasting	98	40	131	522	791
Posts of Assistant Professors after recasting of roster with effect from 03.09.2013	119	59	214	402	794

The above tabular presentation clearly indicates that there has been enhancement of representation of reserved category candidates. Similar situation persists with respect to the colleges as well”

25. When the Committee desired to know about the recasting of roster, Dean, Legal Affairs explained as under:-

“We started reservation for SC and ST at Associate Professor and Professor level in 2013. After the advertisement currently in place, we have 18 Professors and Associate Professors right now and the interviews are still going on. This is the first time that we have advertised like this. We never had it before.

Why did we recast it? In 1997, after the R.K. Sabharwal judgment when we moved to a 40-point roster - each Department had a separate roster - the UGC and the MHRD told us that we must have one roster for the entire University so that there will be more reserved posts. Otherwise, if it stops at point No.13, the 14th point which is ST always gets blocked. Now we had to consolidate. When we decided that we will have reservation at Assistant, Associate and at full Professor in 2013, we had to necessarily

recast our roster. That is the reason. We moved from Department-based roster to one roster for the entire university. Likewise, in every college there used to be separate roster for each small Department. We had consolidated and recast it”.

26. On being asked by the Committee as to why there is no single Professor from the SC/ST, the Vice-Chancellor responded as under:-

“.....Prior to 2013, there was not even reserving positions for Associate Professors and Professors. Then, we insisted on that and got positions reserved at Associate Professors and Professors level in 2013. Sir, the roster must involve every position at every level. Otherwise, it will not be a roster. Otherwise, we would have gone backwards again.....”

27. In this context, Vice-Chancellor also clarified as under:-

“Sir, I do not wish to convey the impression that there was no roster before 2013. That is not my point. There was a roster. But to our judgement, it was not in accordance with the law”.

28. When the Committee asked as to why the roster was not in accordance with the law, the Vice-Chancellor replied as under:-

“Sir, it was not 200-points roster based on treating the university as a unit. It was not doing that. It was violating the regulation. So, we converted that into treating them as a unit. The Government Regulation is very clear”.

29. In this context, the Registrar of the University of Delhi added as under:-

“As far as reservations for Assistant Professors or Lecturers positions are concerned, it was continuing in the University since several years. It was only a UGC letter dated 9th May, 2013 and MHRD OM 25th June, 2013, there was a EC resolution in the university. It was only after that the reservations for Associate Professor and the Professor positions were to be taken up. The University has to be taken as a unit. Earlier, it was Department as a Unit. Now, it is University as one unit and colleges as separate unit. So, a roster was to be recasted. Now, during this process of recasting, shortfalls naturally appeared. I want to give an example. There was a question that how is this helping us in recasting process. This is present in page 3 on our basic reply. There is a small table which we have included. We are writing to elaborate the information with respect to the representation of various reserved categories before recasting of the roster taking university as a unit and after its recasting for the assistant professors of the university is placed in the following table. It was only possible for Assistant Professor because Associate Professor or Reader reservation was not there.

Before recasting 98 positions were reserved. But after recasting, it came out to be 119. In ST, it was 40. After recasting, it was 59. In OBC, it was 131, after recasting, it was 214. Now, this is obviously telling us that it has positive implication in the way we have tried to recast this process. In the process of recasting, the shortfall has appeared in many places. But as far as the question is concerned, how the University plans to fill out and how much time duration will it take and so on and so forth, the backlog gets created after the second advertisement. The second advertisement has already appeared. The last date is 5th June, 2015. After 18 months, we have again re-advertised all the positions.

With your permission, we say the positions as backlog if it is advertised twice and then it is not filled up, so we have a special drive to fill up those positions. That is way, it is done.

I further wish to add out of 125 professors or Associate professors or Assistant professors appointed during last say one and a half year, the number of people appointed from the reserved category as rightly you are saying is low in Professors category and Associate Professors cadre but if you see the situation in Assistant Professor, the number of people who have been appointed against the reserved category positions are about 41 and against the 30 odd positions from the unreserved category. So, what I am trying to say is university has made an effort”.

30. The Committee noted that the rosters in respect of teaching posts in colleges were prepared department wise in an alphabetical order. The Committee, therefore, enquired as to how seniority was being determined vis-a-vis a post in the University/college(s). The University of Delhi in its written reply stated as under:-

“Following the direction of UGC as communicated vide letter dated 09.05.2013 and MHRD vide OM dated 25.06.2013, post based reservation rosters were recast considering University and colleges as a unit respectively. Since the University and colleges included a number of departments/subjects, their plotting had to be done in a single reservation roster. The University adopted the methodology to plot all the departments in the rosters in alphabetical order in order to avoid any ambiguity. The reservation rosters have been recast as per Do0PT standard format of post based roster. In this connection, it is also informed that as per the DoPT guidelines application of the reservation roster has no bearing, whatsoever, on the seniority of the faculty member”.

31. Clarifying further the Secretary, Ministry of Human Resource Development (Department of Higher Education) stated during evidence as under:-

“.....The guidelines of the UGC are sent following the DoPT guidelines. The guidelines say that wherever the posts are transferable between the University and colleges, then they can be treated as one unit. Since the people who teach in the colleges in the University of Delhi do not get transferred to the University, therefore, the University is one unit and each college is another unit, apart from being governed by a different Governing body because that transferability is not there”.

32. When the Committee observed that UGC has the power to derecognise the University if their guidelines are not being followed, the Chairman, UGC responded as under:-

“Sir, the University Grants Commission in its Act does not have the power to de-recognize a university. But the UGC has been writing to all the universities for strict compliance of the national reservation policy by posting all the vacancies on the website of the individual university and displaying of the reservation roster which they have prepared. They are supposed to prepare a reservation roster in accordance with the DOPT instructions. As my colleague, Mr. Sandhu has said, we have been writing to the universities continuously to fill up all the backlog vacancies”.

33. On being asked by the Committee what action would be taken by UGC if they do not fill up all the backlog vacancies, the Chairman, UGC replied as under:-

“At one point in time – what we had done – I do not remember exactly the year, is that even the grant was stopped. But then the UGC had come under tremendous pressure because it amounts to stopping the salaries of the teachers. Therefore, the grant was released. It was because of pro-active role of the UGC that the reservation has been introduced at the level of Associate Professor and Professor, which was not there before. The reservation was only at the entry level. The UGC has been playing a pro-active role. But it has certain limitations because the Act does not empower the UGC to de-recognize them”.

34. In a written reply, the Committee were informed that the University chose to follow the procedure of alphabetic plotting of departments while preparation of the post based reservation rosters in teaching category to ensure objectivity and equity in implementation of the reservation policy across all the departments. Alphabetical order of plotting addressed the issue of any discretion whatsoever in plotting a department in the roster. Taking the entire sanctioned strength of the department as a chunk within the larger roster allowed the department to have greater clarity on the type of vacancies that would arise as per roster points allotted to the department and would, in the process, make the recruitment of faculty members more transparent/effective. The University had adopted the most effective, objective and transparent procedure in recruitment of faculty members to ensure equity in reservation across the departments which would allow scholars from all the fields in reserved categories to have equal access to their subject areas. The Committee were also informed in writing that the reservation roster for the teaching/non-teaching staff had also been uploaded on the website of the University www.du.ac.in.

LIAISON OFFICERS

35. The Committee were informed in writing that Deputy Registrar (Finance-I) has been designated as the Liaison Officer (SC/ST) by the University. The Liaison Officer (SC/ST) plays a significant role in vetting/approving the reservation rosters as prepared by the University and its affiliated Colleges as per the Govt. of India policy on reservation

of posts as communicated by the MHRD/UGC and adopted by the University from time to time accordingly.

36. When asked whether the Liaison Officer works independently without any pressure of the Management i.e. Vice Chancellor and Registrar of University of Delhi, the Committee were informed in writing as under:

“The University has designated an officer of the rank of Deputy Secretary to the Govt. of India for the position of Liaison Officer (SC/ST). Shri T. Vengadesan, Deputy Registrar (Finance-I) has been appointed as a Deputy Registrar against SC category post and that the Liaison Officer (SC/ST) does not report to any University Authority in the capacity of Liaison Officer (SC/ST) and discharges his duties independently. He is not required to obtain any approval / consent, whatsoever, while implementing the reservation policy in the University, from any designated University Authority, nor does he approaches any University Authority for approval or otherwise while discharging his duties of Liaison Officer (SC/ST)”.

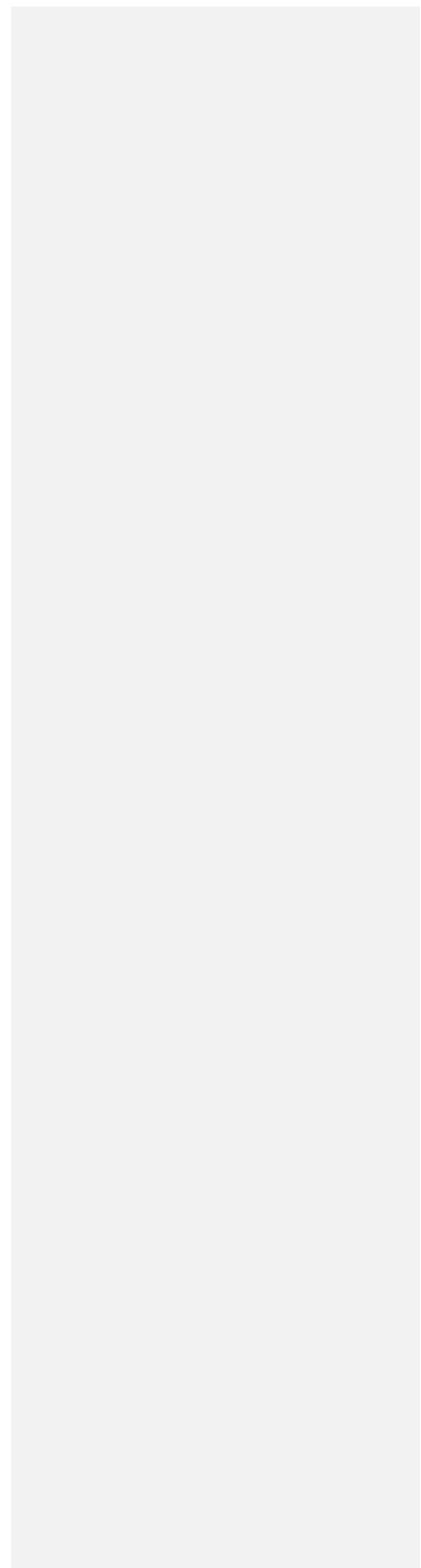
STUDENT ADMISSIONS/HOSTEL FACILITY/COURSES ETC.

37. The Committee were informed that the University of Delhi and its affiliated colleges were implementing the reservation policy of the Government with regard to the admission of students in various graduate/post graduate courses being offered by the University. During an interaction held by the Chairperson with the representatives of MoHRD, UGC, VC, University of Delhi and the principals of few colleges, it was informed that there was shortfall in the intake of students of the reserved categories that varied from one college to another. On probing further it was informed that some courses that were tough or less popular did not find any takers. Besides this economic reasons and shortage of hostel facility in the colleges were also a prime deterrent.

38. On being enquired about any schemes launched by the University of Delhi for the Welfare of Scheduled Castes and Scheduled Tribes students, in its written reply, the University stated as under:

“The University conducts English Language Proficiency Course (ELPC) exclusively for SC/ST/OBC category students with effect from the year 2012-13. This programme has been designed to improve the English language proficiency for the students undergoing the said programme. Since, the year 2012-13, a total of 526 SC/ST students have participated in this programme. The details are placed at **Annexure N**.

Further, a proposal for conduct of similar programmes during 12th five year plan has been submitted to the UGC and final decision from the UGC is awaited in this matter”.



RECOMMENDATIONS/OBSERVATIONS

RESERVATION AMONG POSITIONS OF PROFESSORS, ASSOCIATE PROFESSORS AND ASSISTANT PROFESSORS

39. The Committee are perturbed to note that SCs and STs continue to be poorly represented among the positions of Professors, Associate Professors and Assistant Professors in the University of Delhi. The Committee note that out of the total sanctioned strength of 264 Professors as on April, 2015, only 3 SC category persons are occupying the post of Professor among various colleges in the University of Delhi whereas there is no representation of ST among this post. The Committee also note with concern that out of total 271 posts in position in University of Delhi there are only 07 SC and 1 ST candidates occupying the post of Associate Professors. Moreover, the post of Assistant Professor wherein the reservation has been existing for over two decades has shortfall of 10 SC posts and 08 ST posts as against the total 421 existing position in University of Delhi. This scenario indicates lax attitude of University of Delhi in the matter. The Committee are perplexed at the fact that despite there being constitutional and legal safeguards in place for the upliftment of SCs/STs, the disparities between SC/ST and non SC/ST continue alarmingly. The Committee are dismayed to state that the glorified dream of creating an egalitarian society by founder of our Constitution has been quashed by the recalcitrant attitude of the University of Delhi who are seemingly hell bent on denying equal opportunity to SCs/STs which is clearly indicated by the low representation of SC/ST in faculty positions. The Committee are further dismayed to observe that inspite of the fact that restructuring of roster with effect from September, 2013 had not only increased the number of vacancies earmarked for SCs/STs and but has also extended the benefit of reservation to the posts of Associate Professor and Professor, still even after lapse of more than two years SC/ST representation in these grades are

nominal. The Committee would like to recommend that University of Delhi should make all out efforts to fill the posts lying vacant for SC/ST. The Committee have often been served with cliché replies that the post stay vacant due to non-availability of suitable candidates. The Committee are disinclined to buy this stereo type reply. The Committee find it pertinent to observe that presently there is no dearth of talented and suitable SC/ST candidates, particularly in Delhi there are sufficient SCs/STs candidates who have qualified UGC NET exam and have applied for the post. From the above it seems that there is an imperative need to change mindset of the higher ups of University of Delhi to be positive and accommodative towards the talented and qualified SCs/STs candidates in order to achieve the goal for socio-economic development of SCs/STs enshrined in the Constitution of India. For this purpose, if necessary provisions of concession/relaxation can be exercised by University of Delhi. The Committee would like to point out that many SC/ST candidates who teach at ad-hoc positions in University of Delhi that too for many years at stretch are labelled unsuitable whenever a permanent position arises. The Committee are of the view that ad hoc position in University of Delhi be filled up against the vacant regular vacancies so that at least backlog vacancies can be cleared.

NON-TEACHING POSTS

40. The Committee are pained to note that even in non-teaching posts there is shortfall existing in various posts. This clearly indicates lackadaisical approach of University of Delhi towards filling up of the SC/ST vacancies. The Committee therefore would like to recommend that University of Delhi should strive to fill these posts at the earliest. The Committee express their strong displeasure over the complacent stand of University of Delhi on the matter. The Committee would also like to point out that while University of Delhi is a premiere institute among all over India offering various courses at graduate and under graduate level and it is

at the helm of education, it is dismaying to note that such institute of excellence and brilliance is now turning into a place of social inequality and latent bias notorious for hurling caste based discrimination and ill treatment towards reserved category candidates. The Committee are baffled to note that University of Delhi on the pretext of recasting of roster has been delaying the process of filling up of posts. The Committee therefore direct University of Delhi and Ministry of Human Resource Development to draw out a strategy and provide the Committee with a clearcut deadline for filling up of these posts.

RESERVATION NOT APPLICABLE TO THE POST OF PRINCIPAL

41. The Committee are aghast to know that among 68 colleges of University of Delhi there is only one SC/ST candidate currently occupying the post of Principal on merit against the unreserved post. The Committee have been informed that the post of Principal is a standalone post for each college in line with Department of Personnel and Training (DOPT) guidelines and that the governing body of the college is the appointing authority of the Principal. The Committee are disappointed on the near negligible representation of the reserved category in the post of Principals in University of Delhi colleges. One of the pre-requisites to be eligible for the post of Principal is to be a Professor. However, the Committee note that even Associate Professors are eligible for the post and thereafter there is selection through interview. The Committee are of view that the ingrained prejudice in the minds of appointing authorities of colleges has deliberately denied opportunities to reserved category candidate. The Committee are disheartened to note that rather than the innate ability, ambition and hard work determining the future of SC/ST candidates, it's their castes which seem decisive for their future. The Committee feel that the consequential fallout of treating the post as standalone is denial of the very objective of reservation and as also the opportunity to the deserving reserved candidates. The Committee are of the view

that the posts of the Principals of the colleges under the University of Delhi should be pooled in order to apply the rule of reservation. The Committee would like all the concerned authorities to examine this and submit a report. The Committee would stress that the appointing authorities while appointing Principals should not let their better judgement be clouded by cast slur and facilitate eligible SC/ST candidates. The Committee would further like to assert that the practice of turning away SC/ST candidates holding promising credentials for the post of Principal on the basis of their caste should be dissuaded. The Committee would also like to be apprised of the number of SC/ST candidates who had occupied the post of Principal in the past, the number of eligible SC/ST candidates who had been shortlisted for the post of Principals in the last 05 years and the reasons for them not being appointed.

42. The Committee would like to stress that vacant teaching posts only impede the quality of Higher Education, and there is an urgent need to fill up all the vacant teaching posts in University of Delhi, colleges. There are enough candidates available from the SC/ST community who can take up teaching and non-teaching posts, but the unwillingness on the part of the college authorities remains the main cause for non-filling up of the vacant posts. The Committee would like to assert that a positive attitude with implementation of an affirmative action plan for the SC/ST community can bring about positive change in the society. In this regard, the role of UGC and University of Delhi is of utmost importance as a watchdog and a guide. The Committee would like to recommend that strict action must be taken against colleges which are not implementing reservation policy in recruitment of backlog vacancies as per DoPT guidelines. The Committee further recommends that a monitoring body should be constituted which would regularly examine reservation rosters prepared as per DoPT guidelines and to ensure that strict implementation of reservation policy for bringing about social justice for reserved categories.

candidates. The Committee have been informed that with a purpose to fill backlog vacancies advertisement have been given and the last date for submission of application was 5 June, 2015. The Committee would thus like to be apprised of the number of SC/ST candidates who had applied against advertised posts and how many SC/ST posts have been filled up till date. The Committee also strongly recommend that the University should plan to undertake Special Recruitment Drive for filling up vacant backlog seats earmarked for SCs and STs within three months from date of presentation of this report.

RESERVATION ROSTERS

43. The Committee have been informed with the intervention of Ministry of Human Resource Development and UGC since last one decade, finally the reservation rosters of University of Delhi have been recasted with effect from September, 2013 by taking the University and colleges as a unit respectively in compliance with the directions of UGC. The Committee note that after recasting, the number of SC posts of Assistant Professors have increased from 98 to 119 and number of ST posts have increased from 40 to 59. For the first time, reservation has been extended in the cadre of Associate Professors and Professors for Scheduled Castes and Scheduled Tribes. The Committee are flabbergasted at the fact that despite there being measures to facilitate the entry of SCs & STs in faculty positions, the same is not really visible. It has been assured that post adoption of 200 point roster, the SCs and STs would get a legitimate share among faculty positions and thus would have no more grievances nevertheless a closer look at the modalities makes it amply clear that this arrangement would further deprive them of reservation benefits for years to come. The Committee are given to understand that when the 200 point roster was adopted, the existing appointees have been accommodated in the roster and in this process, a number of posts that were earmarked for the reserved category

were occupied by General category candidate. The Committee would like to point out that although the current 200 point roster system strives to ensure that reservation reach prescribed percentage, it inadvertently ends up doing just the opposite. The major issue to be addressed is that the posts meant for SC/ST candidates are already occupied by general category candidates and till the time current occupants do not retire, the SC/ST for whom the posts were earmarked stay out of job. This clearly indicates that the new roster system is depriving the current SC/ST candidates of their legitimate place among the faculty position. The Committee are confounded to note that the University of Delhi turned a blind eye to this anomaly or has ignored the issue deliberately. The Committee, therefore, desire in emphatic term that the University of Delhi ensure that the SC/ST candidates vying for teaching positions are given their due representation since the posts meant for them are being occupied by general category candidates. The Committee hence recommend that atleast for ad-hoc positions SC/ST candidates should be given due preference.

44. The Committee note that in the roster as recasted, college is taken as a unit and departments are placed in an alphabetic order. The Committee are concerned to note that the recasted roster is being tampered with to deny even entry level representation to SC and ST candidates and is being manipulated according to the whims and fancies of the college authority like in Aryabhata College. Recently in August 2015 when Aryabhata College advertised vacancies for Assistant Professor, there was no post reserved for ST category at all. The Committee are distressed to note that out of total 47 Asst. Professor, Associate Professor and Professor no ST candidate was in position. The Ministry of Human Resource Development, UGC and College Authority informed the Committee as per commitment made, it is assured that the College will advertise one post of ST category by 31 August, 2015 and therefore reservation roster for teaching posts

will be recasted by Aryabhata College as per DoPT guidelines to fill up remaining posts of ST category in the next round of recruitment in about three months time. The Committee are pained to observe the plight of SC/ST teachers who are at the receiving end of this blatant violation of reservation rules framed by DoPT. The Committee are also pained to note that the SC/ST teachers who are already in lurch because of the 200 point rosters as their rightful places are occupied by general category candidates, are given hard times when they apply for meagre posts which are advertised now and then. The Committee finds the nonchalance of University of Delhi in this matter deplorable. The Committee would therefore like to recommend the University of Delhi should address the matter expeditiously and should do away with their trite and languid response in the matter of recruitment of SC and ST teachers.

ROLE OF LIAISON OFFICER

45. The Committee are bewildered to note that despite there being Liaison officers at college and University levels, the SC/ST faculty members are still being given raw deal and there is no hearing to the endless pleas of SC/ST teachers. The Committee would like to recommend that there should be a proper mechanism in place for settling the complaints of aggrieved SC/ST teachers. The Committee would like to direct that the Liaison officers appointed in various colleges and University of Delhi should act in a vigilant manner and should not let any instances of caste discrimination go unnoticed. The Committee would further like to recommend that any such caste based matter should be treated with sensitivity and urgency. In light of various discrepancies in the rosters which have come to notice of the Committee, it would like to express their grave displeasure over inaction on the part of Liaison officers appointed among various colleges. The Committee further recommend with due emphasis that various colleges authorities look into the matter and take necessary action in the spirit of reservation policy framed by Government of India. It is quite clear that the college authorities have time and again attempted to deprive SC/ST candidates of their legitimate dues as well as opportunities. The Committee are further alarmed to note that such acts of visible bias are still prevalent right under the nose of Liaison officers who are legally empowered to act as watchdogs for protection of SC/ST candidates rights and ensuring proper implementation of reservation policy. Needless to say the Committee expects the Liaison officers to perform their duties in a free and fair manner and asserts that any act of discrimination and caste abuse if it goes unheard and unattended on their watch then the onus of responsibility should fall squarely on them. The Committee impresses on the respective college authorities to act on the discrepancies pointed out by Liaison officers and shoulder the responsibility in case they ignore the findings of the

Liaison officers. The Committee would further like to recommend that there be generation of an exclusive SC/ST cell to cater such complaints and that a separate complaint register be maintained to record complaints/grievances of SC/ST employees clearly indicating date of receipt of complaint, nature of each case and its disposal.

ADMISSION OF STUDENTS

46. Further the Committee are of considered view that SC/ST students too have to encounter veiled discrimination at many levels beginning from admissions. There have been instances of students complaining of not being allocated the colleges, courses and subjects of their choice even if they have secured good marks. The Committee note that the SC/ST seats in the colleges remained unfilled, some colleges fair good but in others the performance is dismal. The Committee feels that not enough efforts or initiative is being taken to admit the SC/ST students. The reasons put forth like economic conditions or lack of hostel facility need to be addressed in right earnest by all the implementing authorities. The poor intake of the SC/ST students should be examined and the problem areas identified for rectification so that no reserved category student is denied higher education. A pro-active approach by the University of Delhi by having coaching classes for the SC/ST students would certainly ensure that they are able to complete their studies. Delhi being an expensive city, any outstation student particularly, those belonging to the reserved category find it hard even after getting admission to continue their studies in the absence of hostel facility. The Committee desire that the hostel facilities may be expanded in the colleges so that all get their rightful due. The Committee further desire that any loopholes and extraneous intricacies in the admission procedure should be identified and done away with so as to make it possible for SCs/STs to attain education. The Committee would also like to be apprised of the plan devised by the University of

Delhi to facilitate admission of SC/ST student in different colleges as per their choice. The Committee would like to be apprised how many SC/ST students out of total reserved seats had applied for admission during the year 2014-15 in different colleges for admission in various courses and number of them got admission with reasons for denying admission even after relaxation given in cut off marks.

47. The Committee in view of observations made in preceding paras have desired that a "Fact Finding" Committee/Study Group may be constituted by the Government of India with due representation from SC/ST Associations to look into the correctness of the reservation roster maintained in DU as per DoPT guidelines and to suggest ways and means to implement reservation policy effectively. The Committee also desire that responsibility may be fixed for discrepancy in the roster and violation of reservation policy. Considering the gravity of the matter, the Committee further desire that they may be apprised of the action taken in this regard within 3 months of presentation of this Report to the Houses of Parliament.

New Delhi;
18 December, 2015
27 Agrahayana, 1937(Saka)

FAGGAN SINGH KULASTE
Chairperson,
Committee on the Welfare of
Scheduled Castes and
Scheduled Tribes.

CONFIDENTIAL

**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES
(2014-2015)**

(SIXTEENTH LOK SABHA)

TWELFTH SITTING

(08.04.2015)

MINUTES

The Committee sat from 1430 hrs. to 1700 hrs. in Room "G-074",
Ground Floor, Parliament Library Building, New Delhi

PRESENT

Shri Faggan Singh Kulaste - Chairperson

MEMBERS

LOK SABHA

2. Dr. Ravindra Babu
3. Shri R. Dhruvanarayana
4. Shri Rattan Lal Kataria
5. Dr. Virendra Kumar
6. Shri Balbhadra Majhi
7. Smt. Pratima Mondal
8. Shri Ram Chandra Paswan
9. Dr. Kirit Premjibhai Solanki
10. Shri Krupal Balaji Tumane
11. Dr. P. Venugopal
12. Shri Bhanu Pratap Singh Verma
13. Shri Chintaman Navsha Wanaga

RAJYA SABHA

14. Shri Ramadas Athawale
15. Shri D. Raja
16. Shri Ambeth Rajan
17. Dr. Vijaylaxmi Sadho
18. Shri J.D. Seelam
19. Smt. Wansuk Syiem
20. Shri S. Thangavelu
21. Mahant Shambhuprasadji Tundiya

SECRETARIAT

1. Dr. R.K. Chadha, Additional Secretary

2. Shri D. R. Shekhar, Director
3. Shri Vinay Pradeep Barwa, Under Secretary

WITNESSES

MINISTRY OF HRD (DEPARTMENT OF HIGHER EDUCATION)

- | | | | |
|----|---------------------------|---|---|
| 1. | Shri Satyanarayan Mohanty | - | Secretary |
| 2. | Prof. Ved Prakash | - | Chairman (UGC) |
| 3. | Prof. Dinesh Singh | - | Vice Chancellor (University of Delhi) |
| 4. | Dr. Sukhbir Singh Sandhu | - | Joint Secretary (Central University and Language) |
| 5. | Shri R.C. Meena | - | Economic Advisor |
| 6. | Shri J.S. Sandhu | - | Secretary (UGC) |

MINISTRY OF HRD (DEPARTMENT OF SCHOOL EDUCATION & LITERACY)

- | | | | |
|----|------------------|---|---------------------------|
| 1. | Ms. Vrinda Sarup | - | Secretary |
| 2. | Ms. Rina Ray | - | Additional Secretary (SE) |
| 3. | Shri J.Alam | - | Joint Secretary (EEI) |
| 4. | Sri Gaya Prasad | - | Director |

The Committee called in the representatives of the Ministry of Human Resource Development (Department of Higher Education) to take clarification regarding "Non-implementation of reservation policy in Delhi University in particular and other issues pertaining to Educational Development of SCs/STs in general".

2. At the outset, the Chairperson welcomed the representatives of Ministry of Human Resource Development (Department of Higher Education). Thereafter, Secretary, Department of Higher Education and the Vice Chancellor, Delhi University briefed the Committee on the subject. Subsequently the members raised certain queries relating to reservation for Scheduled Castes/Scheduled Tribes in teaching staff roster system in Delhi University and its affiliated colleges. The clarification given by the representatives of the Ministry as well as Delhi University were not satisfactory, therefore, the Committee sought further information on their queries within 10 days. The Committee decided to hold further meeting in the subject matter in near future.

3. The evidence was not completed.

(The witnesses then withdrew)

4. A verbatim record of the proceeding was kept.

(At 1545 hrs.)

5. The representatives of the Ministry of Human Resource Development (Department of School Education and Literacy) were called in to take clarification on the subject "Prevention of untouchability in Mid Day Meal Scheme in Government run schools".

6. At the outset, Chairperson welcomed the representatives of the Ministry of Human Resource Development (Department of School Education and Literacy). Thereafter, Secretary briefed the Committee about the central teams visited some of the districts of Uttar Pradesh, Bihar and Madhya Pradesh to get wholesome view on the caste based discrimination under Mid Day Meal Scheme as desired by the Committee during the sitting held on 17th December, 2014. The central teams observed no caste based discrimination in these States. Thereafter, the Members raised certain issues in the subject matter which were responded by the representatives of the Ministry. The Committee requested the representatives of the Ministry of Human Resource Development (Department of School Education and Literacy) to send replies on the points on which information was not readily available with them to this Secretariat within 15 days.

7. The evidence was completed.

(The witnesses then withdrew)

8. A verbatim record of the proceedings was kept.

The Committee then adjourned.

CONFIDENTIAL

**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES
(2015-2016)**

(SIXTEENTH LOK SABHA)

SECOND SITTING

(01.06.2015)

MINUTES

The Committee sat from 1500 hrs. to 1630 hrs. in Committee Room "D", Ground Floor,
Parliament House Annexe, New Delhi

PRESENT

Shri Faggan Singh Kulaste - Chairperson

MEMBERS

LOK SABHA

2. Dr. Ravindra Babu
3. Shri Santokh Singh Chaudhary
4. Shri R. Dhruvanarayana
5. Dr. K. Gopal
6. Shri Ramesh Jigajinagi
7. Shri Rattan Lal Katariya
8. Shri Balbhadra Majhi
9. Smt. Pratima Mondal
10. Prof. Seetaram Ajmeera Naik
11. Shri Ram Chandra Paswan
12. Shri Bhanu Pratap Singh Verma
13. Shri Chintaman Navsha Wanaga

RAJYA SABHA

14. Shri Ramadas Athawale
15. Smt. Sarojini Hembram
16. Shri D. Raja
17. Shri Veer Singh
18. Shri S. Thangavelu

SECRETARIAT

1. Dr. R.K. Chadha, Additional Secretary
2. Shri D. R. Shekhar, Director

WITNESSES

MINISTRY OF HUMAN RESOURCE DEVELOPMENT
(DEPARTMENT OF HIGHER EDUCATION)

1. Dr. S.S. Sandhu - Joint Secretary
2. Ms. Ishita Roy - Joint Secretary
3. Shri S.K. Ghildiyal - Deputy Secretary
4. Shri D.P. Singh - Deputy Secretary

UNIVERSITY GRANT COMMISSION (UGC)

1. Prof. Ved Prakash - Chairman (UGC)
2. Shri J.S. Sandhu - Secretary (UGC)

DELHI UNIVERSITY (DU)

1. Prof. Dinesh Singh - Vice-Chancellor (University of Delhi)
2. Shri Tarun Kumar Das - Registrar (University of Delhi)

The Committee called in the representatives of the Ministry of Human Resource Development (Department of Higher Education) and Delhi University to take clarification regarding "Implementation of reservation policy in Delhi University in particular and other issues pertaining to educational development of SCs/STs in general".

2. At the outset, the Chairperson welcomed the representatives of Ministry of Human Resource Development (Department of Higher Education). Thereafter, Representatives of Ministry of Human Resource Development (Department of Higher Education) and the Vice Chancellor, Delhi University briefed the Committee on the subject. Thereafter, the members raised certain queries relating to reservation for Scheduled Castes/Scheduled Tribes in teaching staff, roster system, backlog vacancies and efforts made for Special Recruitment Drive (SRD) in Delhi University. The clarifications given by the representatives of the University Grand Commission as well as University of Delhi were not satisfactory, therefore, the Committee decided to visit Delhi University in near future to take to stock of implementation of reservation policy, preparation of roster system etc in University in Delhi .

3. The evidence was concluded.

(The witnesses then withdrew)

4. A verbatim record of the proceeding was kept.

The Committee then adjourned.

CONFIDENTIAL

**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES
(2015-2016)**

(SIXTEENTH LOK SABHA)

FIFTEENTH SITTING

(16.12.2015)

MINUTES

The Committee sat from 1500 hrs. to 1600 hrs. in Chairman's Chamber,
Room No. '137', Parliament House, New Delhi

PRESENT

Shri Faggan Singh Kulaste - Chairman

MEMBERS

LOK SABHA

2. Shri R. Dhruvanarayana
3. Dr. K. Gopal
4. Shri Balbhadra Majhi
5. Prof. Seetaram Ajmeera Naik
6. Dr.Kirit Premjibhai Solanki
7. Shri Ajay Tamta
8. Shri Bhanu Pratap Singh Verma
9. Shri Chintaman Navsha Wanaga

RAJYA SABHA

10. Shri Ramadas Athawale
11. Shri D. Raja
12. Dr. Vijaylaxmi Sadho
13. Shri Nand Kumar Sai
14. Smt. Wansuk Syiem
15. Shri S. Thangavelu
16. Mahant Shambhuprasadji Tundiya

SECRETARIAT

- | | | | |
|----|-------------------------|---|------------------|
| 1. | Shri Ravinder Garimella | - | Joint Secretary |
| 2. | Shri D.R. Shekhar | - | Director |
| 3. | Shri Vinay P. Barwa | - | Deputy Secretary |
| 4. | Shri Mukesh Kumar | - | Under Secretary |

2. At the outset, the Chairman welcomed the Members of the Committee. The Committee then considered the draft report on the subject "Role of educational institutions including Universities, Technical, Medical and Engineering in socio-economic development of SCs and STs - Implementation of reservation policy In University Of Delhi" pertaining to the Ministry of Human Resource Development (Department of Higher Education)" and adopted the same with slight modification by adding a para as under.

3. In view of Committee's aforementioned observations/conclusions and directions, the Committee strongly recommend that a "Fact Finding" Committee may be appointed by the Government to examine the roster vis-a-vis the reservation policy in University of Delhi in the light of guidelines issued by DoPT, UGC and Ministry of Human Resource Development and suggest effective ways and means for implementation of the reservation policy in University of Delhi in both teaching and non-teaching faculties. The Fact Finding Committee may suggest an effective mechanism for fixing accountability for those who have not adhered to reservation policy.

The Committee then adjourned.