

**COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(2017-2018)**

(SIXTEENTH LOK SABHA)

FIFTEENTH REPORT

ON

MINISTRY OF URBAN DEVELOPMENT

**Reservation for and Employment of Scheduled Castes and Scheduled Tribes in Delhi
Metro Rail Corporation (DMRC)**

Presented to Lok Sabha on 04.01.2018

Laid in Rajya Sabha on 04.01.2018



**LOK SABHA SECRETARIAT
NEW DELHI**

04 January, 2018/ Pausa, 1939 (Saka)

COMPOSITION OF THE COMMITTEE

III

INTRODUCTION

V

Report

CHAPTER I INTRODUCTORY

- A. Background Note
- B. Board of Directors

CHAPTER II RESERVATION IN SERVICES

- A. Reservation Orders
- B. Recruitment Procedure
- C. Recruitment
- D. Concessions/relaxation
- E. Staff Strength
- F. Backlog
- G. Special Recruitment Drive
- H. Recruitment Board/Selection Committee
- I. Promotion

CHAPTER III Measures to improve representation of SCs and STs.

- A. Roster
- B. SC/ST Cell/ Liaison officer
- C. Training
- D. Pre-recruitment Training
- E. Appointment on the basis of false caste certificate

- F. Apprentices
- G. Compassionate ground appointment

CHAPTER IV MISCELLANEOUS

- A. Deputation
- B. Housing Facilities
- C. Complaints/Grievances of SC/ST Employees
- D. Petty Contracts
- E. Appointment of Safai Karmachari
- F. Socio-economic Development
- G. Corporate Social Responsibilities (CSR)
- H. Rehabilitation Policy

ANNEXURES

APPENDICES

- I. Minutes of the sitting of the Committee held on 6.6.2017
- II. Minutes of the sitting of the Committee held on 2.1.2018

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 Fifteenth Report (Sixteenth Lok Sabha) on the subject "Reservation for and employment of Scheduled Castes and Scheduled Tribes in Delhi Metro Rail Corporation (DMRC)" pertaining to the Ministry of Urban Development.

2. The Committee took evidence of the representatives of the Ministry of Urban Development and Delhi Metro Rail Corporation (DMRC) on 6.6.2017. The Committee wish to express their gratitude to the officers of the Ministry of Urban Development and Delhi Metro Rail Corporation (DMRC) 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 2nd January, 2018. (Appendix - I)

4. A summary of conclusions/recommendations contained in the Report is appended (Appendix-II).

New Delhi;
04 January, 2018
Pausa, 1939 (Saka)

(Dr. KIRIT PREMJI BHAI SOLANKI)
Chairperson
Committee on the Welfare
of Scheduled Castes and
Scheduled Tribes

CHAPTER I

Introductory

A. Background

Delhi Metro Rail Corporation Limited (DMRC) was registered as a Company on 03.05.1995, for implementation and subsequent operation of Delhi Mass Rapid Transit System (MRTS). The Company has equal participation from Government of India and Government of National Capital Territory of Delhi (GNCTD).

1.2 DMRC has been instrumental in ushering in a new era in the sphere of mass urban transportation of India. The modern system introduced comfortable, air-conditioned & eco-friendly services for the first time in India and revolutionized the mass transportation scenario not only in the National Capital Region, but in the entire country.

1.3 The first phase of construction of 65 km lines was completed well before the scheduled time, in 2005. The second phase of 125 km of metro corridor was completed in four and a half year only. The network has crossed the boundaries of Delhi, to reach Noida and Ghaziabad in Uttar Pradesh and Gurgaon & Faridabad, in Haryana. The Airport Express link between Dwarka Sector-21 and New Delhi going via Indira Gandhi International Airport has now propelled Delhi to a league of global cities, with high speed rail connectivity between the city and the Airport. The Phase-III of the metro project is presently under construction and it will add 161 km of metro network.

1.4 Since inception, recruitment of staff has been done on direct recruitment basis by conducting all India written examination. Reservation as enunciated in DoP&T circulars from time to time has been followed scrupulously by DMRC in all its recruitments, conducted since 2002. Shortfall of SC/ST/OBC candidates due to resignations, etc. are being added in the next recruitment launched for the next phase and it was ensured that there is no backlog vacancies in the above category. In Phase-I, Phase-II and Phase-III construction there were regular changes in the route

length. Hence, no fixed staff strength could be frozen and the cadre strength is dynamic. However, once the Phase-II operation stabilized and Phase-III construction was underway, preparation of Roster in the proper format was completed in June, 2015 and the remaining backlog vacancies have already been advertised by adding to the recruitment launched for Phase-III staff. Liaison Officer for SC/ST/OBC employees have been nominated and Reservation Cell has also been created.

B. Board of Directors

1.6 As regard the composition of the Board of Directors of the Delhi Metro Rail Corporation (DMRC), the Committee were informed that the Board of Directors of DMRC comprises of 17 Directors, out of which 7 are Functional Directors, 5 Directors including Part time Chairman are nominated by the Government of India and 5 Directors including whole time Managing Director are nominated by the Government of National Capital Territory of Delhi (GNCTD).

1.7 When asked about the Procedure for selection and appointment of functional and part time Directors, the Committee were informed as regard Functional Directors based on the job profile etc. the applications are called for and after due selection process the Board of Directors appoints the suitable candidate for the post and the appointment is rectified in Annual General Body Meeting of the Company. The Part Time Directors are nominated as under:-

- 5 are nominated by Government of India.
- 4 are nominated by the GNCTD.
- GNCTD nominated MD who is a whole time Functional Director.

1.8 When asked about any member from SC/ST community in the DMRC, the Ministry of Urban Development in through their written reply submitted as under:-

"No member from the SC/ST community has been appointed as Chairman/Member on the Board of Directors in DMRC. All the seven posts of functional Directors are single post cadre and no reservation is applicable to single cadre post. No policy is in vogue/proposed for filling the post of Director by SC/ST categories. DMRC follows the policy framed by the Government of India for reservation. As regards part-time Directors, they are nominated by the respective stake holders, i.e. Government of India (GOI) and Government National Capital Territory of Delhi (GNCTD)."

1.9 When asked about the reasons for not appointing any member from SC/ST community on the Board of Directors in Delhi Metro Rail Corporate, the Government through their post evidence replies informed that Delhi Metro Rail Corporation Limited is a Government Company within the meaning of section 2(45) of the Companies Act, 2013. Presently 100% of the total paid up share capital is held by the Government of India (GOI) and Government of National Capital Territory of Delhi (GNCTD) in 50:50 ratio. The Board of Directors of DMRC comprise of five (05) nominated Directors each from the Government of India and the Government of NCT of Delhi. For all Metro Projects which are on 50:50 equity sharing basis, this is the principle followed. The said nominations on the Board are not a full time job and are part-time assignments. Besides, there are 7 functional Directors who are appointed on the Board. There is no bar in appointment of members of the SC/ST community on the Board of DMRC and they are as much eligible to be considered for such appointments, as others. The Nominee Directors are nominated by the Central and the State Government, in which DMRC does not have any role to play. In addition, it may be mentioned that DMRC follows the policy followed by the Government of India in regard to reservation. All the seven (07) posts of functional Directors, being single cadre posts, in different disciplines, no reservation is applicable to such posts. It is only incidental that no member from SC/ST community is on the Board of Directors in DMRC.

1.10 The Committee take a serious note for non-availability of even a single member from SC/ST communities on the Board of DMRC consisting of 17 members. The Committee strongly feel that no sincere efforts have been made by the Government either to appoint functional Director or nominee Director from SC/ST community. The Committee, therefore, as recommended earlier from time to time again strongly recommend that Government should chalk out a clear cut policy to appoint at least one Director from SC/ST community in the Board. The Committee, also recommend that in view of the constitutional mandate of socio-economic justice, the Government must provide representation of SC and ST through reservation in Board of Directors in the

company or atleast by appointing a Director in the Board through nomination by the Government of India or State Government as the case may be. The Committee may be apprised about the progress made by the Government in this regard.

CHAPTER II

RESERVATION IN SERVICES

A. Reservation Orders

2.1 The Committee have been informed that DMRC follows IDA Pattern. The reservation policy is applicable to all posts filled by Direct Recruitment method and for promotion, reservation policy is applicable as per Government of India guidelines. The percentage of reservation made in the Delhi Metro Rail Corporation (DMRC) in favour of SCs/STs in the post filled by Direct Recruitment is as under:-

Sl. No.	Category	Percentage of reservation applicable*		
		SC	ST	OBC
1	Technical	15	7.5	27
2	Non-Technical	15	7.5	27
3	Executive	15	7.5	27

* Note: Wherever reservation is applicable in DR/Promotion (except for OBC)

B. Recruitment Procedure

2.2 The following are the procedures in DMRC for recruitment of staff in various categories:-

- (a) Direct Recruitment.
- (b) Deputation.
- (c) Contract on fixed tenure and consolidated emolument basis.
- (d) Re-employment on contract basis.
- (e) Consultants on contract basis.

C. Recruitment

2.3 The details of year-wise recruitment made by Delhi Metro Rail Corporation during the year 2014-15, 2015-2016 and 2016-17 are as per Annexure-B.

D. Concessions/relaxations

2.4 The Committee were informed that the benefits of concessions/relaxations as laid down by the Government of India are being followed:-

- (i) Age relaxation for SC/ST/OBC is provided.
- (ii) Nominal processing fee from candidates belonging to SC/ST category is being charged.
- (iii) Travelling Allowance is given to SC/ST candidates who are called for interview.

- (iv) Candidates belonging to SC/ST are being given relaxation in qualifying marks for direct recruitment and filling up post by promotion through departmental exam.

E. Staff Strength

2.5 It has been stated that the open market direct recruitment process started in the year 2002 and reservation was introduced in DMRC from the first round of direct recruitment from 01.01.2002 onwards.

The data as on 01.01.2002 is enclosed as Annexure-A.

The data as on 31.03.2017 is enclosed as Annexure-B.

F. Backlog

2.6 When asked about backlog of vacancies and reasons for backlog and measures taken by DMRC to fill up the backlog vacancies, the Committee were informed that through the requisite percentage of reservation for SC/ST is being followed since the beginning of O&M i.e. 01.01.2002, the rosters for 33 different cadres, in which recruitment done, has been prepared/compiled in the year 2015. DMRC was in construction phase and it was not possible to freeze the cadre as the cadre strength was dynamic. However, once the Phase-II operation stabilized and Phase-III construction was underway, preparation of Roster in the proper format was completed in June, 2015 and the remaining backlog vacancies have already been advertised by adding to the recruitment launched for Phase-III. DMRC is in the process of building up year-wise rosters for every cadre and any shortfall/vacancy in addition to the above advertised vacancies will also be filled up through advertisement at the earliest. The reason for backlog is attrition and non availability of requisite number of suitable candidates. However, efforts are being made to fill the backlog/carry forward vacancies for SC/ST by relaxing the standard while selecting such candidates.

2.7 When asked about time frame by which the backlog vacancies for SCs/STs will be filled up. The DMRC through their post evidence replies submitted that currently, recruitment process is going on for 3428 vacancies in DMRC and is expected to be

completed by December, 2017. The backlog vacancies of 100 SC and 143 ST have been included in the ongoing recruitment drive. Backlog vacancies remaining, on completion of the ongoing recruitment process, plus balance (4-SC and 2-ST) would be assessed and a Special Recruitment Drive shall be launched, which is tentatively expected to be completed by December, 2018. The recruitment process involves several stages and hence a long lead time is required, in finalising recruitment.

2.8 The Committee note that currently recruitment process is going on for 3428 vacancies in DMRC and is expected to be completed by December, 2017. The backlog vacancies of 100 SC and 143 ST have been included in the ongoing recruitment drive. The Committee are given to understand that backlog vacancies on completion of the ongoing recruitment process, plus balance (4-SC and 2-ST) would be assessed and a Special Recruitment Drive shall be launched, which is tentatively expected to be completed by December, 2018. The Committee take a serious note of the fact that preparation of roster in DMRC in proper format was completed/prepared in June, 2015 with the result they could not ascertain the exact number of backlog vacancies in SC/ST in promotion as well as in direct recruitment. The Committee do not approve the manner in which after following a long recruitment process involving several stages still showing backlog vacancies in DMRC as on 2017.

2.9 The Committee therefore, recommend that team consisting of DoPT officer must check the roster prepared by DMRC and report to the Committee whether it is in conformity with the DoPT guidelines. The Committee also hope that as stated by DMRC they will fulfill the all backlog vacancies by December, 2018. The Committee may be apprised the progress made in this regard.

2.10 The Committee are also of the view that the DMRC should make all efforts to bridge the existing shortfall and recruit SC/ST candidates in every feeder grade through Special Recruitment Drive (SRD) for SCs and STs so as to check the recurrence of backlog vacancies/shortfall year after year.

2.11 When asked about the details advertised of posts through newspapers including the language papers of the region and notification of the vacancies to employment exchange, the Committee were informed that the posts are advertised in the Employment News as per Government policy. Advertisement is also released in leading news papers in English, Hindi as well vernacular languages. The vacancies are also notified through the website of DMRC.

2.12 Regarding advertised of SCs/STs posts through All India Radio/Doordarshan, it has been stated that all the vacancies are notified on corporation's website and also widely advertised in National and local newspapers. However, the services of All India Radio/Doordarshan are not being utilized for this purpose.

2.13 It has also been stated that the posts reserved for SCs/STs are specified in the advertisement. The vacancies are not being notified through Employment Exchange as the recruitment is on an all India basis and not limited to regional recruitment.

2.14 When asked about sending the copies of advertisement to the recognized All India Association of SCs/STs, the DMRC through their written reply submitted as under:-

"We have not been sending but henceforth we will do it."

2.15 When asked about the rules for appointment of Grade 'C' and 'D' staff in NCT, it has been submitted that there is no categorisation of posts, such as Group 'A', 'B', 'C' and 'D' in DMRC. The posts are categorized as Executive Posts and Non-Executive posts. All recruitments in the relevant recruitment categories are done on an all India basis and as such, are not notified to the Employment Exchange. However, advertisements are placed in the Employment News, apart from other channels. DMRC has its own guidelines in respect of recruitment which is in line of Government of India guidelines and hence the rules of NCT, if any, would not be relevant for DMRC purpose.

2.16 The Committee note that all the vacancies are notified on DMRC website and also widely advertised in National and Local Newspapers. However, the services of All India Radio/Doordarshan are not being utilised for this purpose.

Also vacancies are not being notified through Employment Exchanges as the recruitment is on an all India basis and not limited to regional recruitment. Further DMRC has its own Guidelines in respect of recruitment which is in line of Government of India guidelines and hence the rules of NCT, if any would not be relevant for DMRC purpose. The Committee also note that DMRC has not been sending the copies of advertisement to the recognised All India Association of SCs and STs so far. The Committee recommend that advertisement/publicity for reserved vacancies and post especially not requiring high technical qualification may also be advertised through All India Radio and Doordarshan for the benefit of person residency in to remote and rural areas. The committee, keeping in view that share capital of the DMRC are held in 50:50 ratio by the Centre and State, desire that vacancies may also be notified through Employment Exchange and copies of advertisement also be send to recognised All India Association of SCs/STs for wider publicity in future.

G. Special Recruitment Drive

2.17 When asked about any Special Recruitment made exclusively for SCs/STs by the DMRC, the Committee were informed through their written reply as:-

"No special recruitment has been done exclusively for SCs/STs by DMRC. However, backlog/carry forward vacancies for SC/ST are being included while notifying fresh vacancies."

2.18 When asked about clearance of backlog vacancies by conducting special recruitment drive, it has been informed through written reply as under:-

"No. However, backlog/carry forward vacancies for SC/ST are included while notifying current vacancies.

2.19 On being asked about the reasons for not doing any special recruitment exclusively for SCs/STs by Delhi Metro Rail Corporation (DMRC), the Committee were informed through written reply as under:-

"Since recruitment in DMRC are an ongoing process and backlog vacancies are accounted for in the next recruitment cycle, as per requirement, hence Special Recruitment Drive had not been launched. However, a Special Recruitment Drive shall be launched, on completion of the current recruitment process."

2.20 To a query the Committee were informed that backlog vacancies are kept alive for future consideration.

2.21 To a query, the Committee were informed that interview for SC/ST candidates is conducted separately on a separate date/block. They are not interviewed alongwith the general candidates.

2.22 When asked since when these backlog continues, it has been informed that the backlog numbering 104 has arisen from time to time, and no firm dates can be given, in this regard. It may be mentioned that recruitment in DMRC is a continuous process and backlog remaining after each cycle of recruitment are accounted for in the next recruitment cycle as per requirement of the posts.

2.23 It has also been submitted that the last vacancy notification was issued on 17/09/2016 in the normal course. No special recruitment drive has been held so far. It is to mention that 100 backlog vacancies for SC and 143 vacancies for ST, have been notified in the advertisement itself, as per the requirement of the posts. The balance 04 backlog vacancies for SC and 02 for ST, will be taken up in the special recruitment drive, along with other backlog vacancies, after completion of the current recruitment process.

H. Recruitment Board/Selection Committee

2.24 The Selection Committee for selection of candidates through direct recruitment comprises of the following, beside normal composition of Selection Committee.

1. One member belonging to SC/ST category.
2. One member belonging to minority community.
3. One women member.

2.25 It has also been stated that it is ensured that atleast one person belonging to SCs/STs category is included at the time of formation of the Selection Committee itself. This is also ensured by the Liaison Officer.

2.26 When asked about criteria laid down by DoPT (Government of India) for assessment of eligibility of a candidate including SC/ST candidates for guidance for the evidence of Recruitment Board/Selection Committee/DPCs, it has been submitted

that the Government of India has laid down that user organization shall lay down minimum standard of suitability for each post and provided relaxation to SC/ST candidates, while assessing them. The instructions being followed in DMRC for SC/ST/OBC candidates are to provide relaxation of 10% in passing marks as compared to general candidates. For departmental promotions, relaxation in qualifying marks/APAR points is done suitably.

2.27 When Committee desired to know about the accelerated channels of promotion and the number of SC/ST employees who were benefitted, it has been submitted to the Committee through written reply that there are two accelerated channels of promotion available, one each at 'Executive' level and at 'Supervisor' level. Normal rules of reservation apply to both these promotional avenues. In 2016-17, 04 number of SC candidates and 2-ST candidates were promoted through the limited Departmental Competitive Examination for 'Executive' level against the total vacancy of 8 (4-SC & 4-ST) 2 posts of ST could not be filled up even after relaxed standards in written examinations/interview and after providing pre-promotional training. 68 SC candidates and 35 ST candidates have been promoted in Limited Departmental Selection in 2017, for supervisory posts against 367 promoted candidates.

I. Promotion

2.28 The Committee were informed that there are 2 methods of promotion in DMRC:-

1. Time bound promotion, and
2. Accelerated channel of promotion.

(a) Promotion in non-executive cadre

2.29 Both the channels are available for promotion within the non-executive cadre. As per time bound promotion scheme, a person after having put in 5 years of service in the existing grade and subject to fulfillment of APAR rating, is promoted to the next level of post. It is a paper selection and does not involve any written examination or interview. For such promotion, the requisite relaxation for APAR points is provided to the reserved category employees, i.e. SC/ST.

2.30 In accelerated channel of promotion, the non-Supervisors after having put in 3/4 years of service (as the case may be) and having requisite qualification are allowed to appear in selection. The quota earmarked for such selection is 30% of the vacancies. The selections are held annually, depending on the requirement and provide reservation for SC/ST. It is a positive act of selection involving written examination and interview. Requisite relaxation of marks, i.e. 10%, is provided to the reserved candidates, i.e. SC/ST.

(b) Promotion from non-Executive to Executive cadre

2.31 40% of the vacancies in Asstt. Manager (AM) cadre are earmarked for this channel of promotion. The selections are held annually, depending on the requirement and provides reservation for SC/ST. It is a positive act of selection involving written examination and interview. Requisite relaxation of marks, i.e. 10%, is provided to the reserved candidates, i.e. SC/ST.

(c) Promotion within the Executive cadre

2.32 There is a laid down time span for promotion within the Executive cadre, which is as follows:-

Sl. No.	Grade/Designation	Residency in Year
1	AM to Manager	5
2.	Manager to DGM	4
3.	DGM to Sr. DGM	3
4.	Sr. DGM to JGM	3
5.	JGM to AGM	3
6.	AGM to GM	5

2.33 At non-functional promotion level, the selection process consists of interview only. Reservations/relaxation are provided up to the lower rung of Management. For all functional posts in promotion channel, i.e. DGM level and GM and GM level, the selection process consists of written examination/interview.

2.34 The details of the employees promoted during the year 2014, 2015, 2016 and 2017 (till 31.03.2017) is at Annexure- C.

2.35 Regarding concessions/relaxations to SC/ST employees while considering them for promotion, it is submitted that in non-executive cadre, at the time of promotion rating of Annual Performance Report is suitably relaxed. For departmental

competitive examination relaxation of 10% marks is given to the SC/ST candidates as, compared to unreserved candidates, upto the lowest rung of Management.

2.36 To a query regarding analysing the causes of shortfall in promotion, the Committee were informed that there is no shortfall in promotion in SC category. However there is some shortfall in promotion, in ST category. The major reason for shortfall of ST candidate is shortfall at the entry level itself. The negligible shortfall of SC candidate is on account of non-availability of employees meeting the relaxed standard of performance (APAR) for SC compared to general candidates in promotion and the shortfall.

2.37 Regarding details of mechanism in DMRC by which SC/ST employees if found below the required standard for promotion are given pre promotion training, the Committee were informed that for departmental competitive examination, pre-promotional training is provided to all the SC/ST candidates working in DMRC, so that they can compete against reserved vacancies as well as general vacancies.

2.38 The Committee are not satisfied with the reasons adduced by DMRC that shortfall in promotion in ST candidates has been stated as shortfall at the entry level itself. The Committee further note that the negligible shortfall of SC candidate is on account of non-availability of employees meeting the relaxed standard of performance (APAR) for SC compared to general candidates in promotion.

2.39 The Committee are not satisfied with the stereotype reply of DMRC that SC/ST candidates are not available at entry level and in promotion even after meeting the relaxed standard. The Committee feel that there is some lacuna in advertisement of vacancies or grading of SC/ST in APAR otherwise there is no dearth of talent of SC/ST candidates in the present scenario. The Committee, therefore, recommend the Ministry to assess the recruitment and promotion policy of DMRC for SCs and STs and suggest remedial/corrective measures to meet this shortfall at entry as well as promotion level.

2.40 The Committee also note that in order to enable a level playing fields for SC/ST candidates in promotion. pre-promotion training is imparted, whenever examinations are held. Also for such categories where reservation rules are applicable, the promotion are not subject to availability of vacancies and are granted in a time bound manner and norms of promotion are relaxed in respect of SC/ST candidates. The Committee would like to impress upon Ministry of Urban Development that, if they still are not able to find the eligible candidates in the feeder cadre, the promotion backlog vacancies may be diverted temporarily to the direct recruitment quota by conducting departmental exam to fillup backlog in time bound manner. In the subsequent year(s) when reserved vacancies in the direct recruitment quota becomes available they may be diverted to the promotion quota to make up the vacancies diverted earlier and filled from SC/ST candidates in feeder cadre who might by now have become eligible for promotion. The exchange of vacancies in this manner will ensure that structure and composition of the cadre remain unaffected over a period.

CHEPTAR III

Measures to improve representation of SCs/STs

A. Rosters

3.1 The Committee have been informed that rosters for 33 different cadres, in which recruitment done, has been prepared/compiled in the year 2015. DMRC does not have any regional/zonal/circle office. The rosters are maintained at head office only.

3.2 It has further been informed that DMRC was in construction phase and it was not possible to freeze the cadre as the cadre strength was dynamic. However, once the Phase-II operation stabilized and Phase-III construction was underway, preparation of roaster in the proper format was completed in June, 2015 and the remaining backlog vacancies have already been advertised by adding to the recruitment launched for Phase-III. DMRC are in the process of building up year wise rosters for every cadre and any shortfall/vacancy in addition to the above advertised vacancies will also be filled up through advertisement at the earliest.

3.3 It has also been submitted that the concerned Liaison Officers are responsible for checking the rosters. These Liaison Officers are being assisted by the SC/ST Cell. The last roster was checked by the Liaison Officer in 2016 and by the National Commission for Scheduled Castes team which visited the DMRC headquarters in 2016 to check the rosters, which were presented before them. No discrepancies have come to notice.

3.4 The Committee came to know that the last roster was checked by the Liaison Officer in 2016 and by the National Commission for Scheduled Castes team which visited the DMRC headquarters in 2016 to check the rosters, which were presented before them. As stated, no discrepancies have come to their notice. However, the Committee would like to know whether strict scheduled are followed with regard to inspection of rosters regularly. The Committee recommended that officials responsible for maintaining of rosters should be

imparted proper training so that the chances of any lacunae are obviated and policy of reservation may be implemented properly.

B. SC/ST Cell/Liaison Officers

3.5 The Committee have been informed that Reservation Cell has been set up under Liaison Officer to provide assistance to him at the Head Quarter Office. There is no regional office under DMRC. The Cell assist in all work relating to reservation policy in respect of vertical reservation, i.e. for SC/ST. The Cell also provides all necessary assistance to Liaison Officer for discharging of his assigned duties.

The Reservation Cell comprises of the following staff:-

- (i) Assistant Manager/HR
- (ii) Senior Officer Assistant

3.6 When asked by the Committee about whether the Liaison Officer has been appointed exclusively to look after SC/ST matters or he has also been entrusted with other work, the Ministry of Urban Development in their reply stated as under:-

"No. He has been entrusted with other technical/administrative work also."

3.7 Regarding designation of the Liaison Officer, it has been informed that the Liaison Officer is appointed at Head Office only and there is no regional office under DMRC. The designation of Liaison Officer is Sr. Deputy General Manager (JA Grade Officer).

3.8 When asked by the Committee about the procedure for selecting/appointment of the Liaison Officers, it has been stated that as per Government of India policy, the Liaison officer shall be senior enough at the level of Deputy Secretary or Director. Therefore, DMRC management has nominated and appointed JA Grade equivalent officer, who fulfills the criteria. It has also been informed that the Liaison Officers are given formal training to acquaint with the reservation policy from time to time.

3.9 The Committee take a serious note that Liaison Officer apart from carrying out work relating to SCs/STs have been assigned technical/administration work also. The Committee are of the view that the Liaison Officer is a key figure in an organisation and is responsible for ensuring

implementation of reservation policies of the Government. The Committee strongly observed that burdening the Liaison Officer with additional responsibilities may dilute the whole purpose of appointment as Liaison Officer. The Committee strongly recommend that since the Liaison Officer is appointed to ensure due compliance of orders and instructions pertaining to reservations of vacancies in favour of SCs/STs, he should not be overburdened with other official work otherwise, the Liaison Officer will not be able to do justice to his main functions i.e. to look after the welfare of SCs/STs employees in the organisation.

C. Training

3.10 The Committee were informed that training is given to all the employees irrespective of community so that they can learn content and skill of prescribed job. The details the number of trainees trained in DMRC Training Institute, Shastri Park during the years 2014, 2015, 2016 and 2017 till 31.3.2017 is as under:-

Calendar Year	Total No. of Trainee	General category employees	SC Employees	ST Employees
2014	2647	2059	450	138
2015	2843	2167	487	189
2016	3933	3050	589	294
2017	1031	794	160	77

D. (a) Pre-recruitment Training

3.11 It has been stated that the process of recruitment starting from the stage of inviting application upto issue of admit card and declaration of results in DMRC is conducted largely through on-line mode. DMRC has moved towards on-line examination to fill up all the open market vacancies in a time bound manner. Our examination centres are located in Delhi/NCR only. Hence, it may not be feasible to provide pre-recruitment training to SC/ST candidates from all over the country. However, we are providing model test paper for SC/ST candidate to facilitate them in preparation. In case of promotions, training is given to the SC/ST candidates, who appear in the promotional examination, as required.

3.12 As regard regarding pre-recruitment training for SC/ST candidates, the Committee strongly recommend that the DMRC in the first instance should set up the centres for imparting pre-recruitment training to SC/ST candidates in Delhi/NCR and explore the feasibility to set up centres in other major cities covering all the parts of the country.

(b) Training Abroad

3.13 The details total number of employees sent for training abroad is as under:-

Year	Total No. of Employees	Total No. of SC	Total No. of ST
2014	12	1	Nil
2015	04	Nil	Nil
2016	12	Nil	Nil
2017	08	Nil	Nil

3.14 The details of the total number of employees sent for attending seminar/symposia/conference is as under:-

Year	Total No. of Employees	Total No. of SC	Total No. of ST
2014	34	Nil	Nil
2015	21	Nil	Nil
2016	29	03	02
2017	20	02	02

3.15 The Committee were further informed through post evidence replies that a total of 03-SC and 02-ST employees were sent for attending seminar/symposia/conference in the year 2016. In the year 2017 (till March 2017) 02-SC employees and 02-ST employees were sent for such programmes. Nomination of the officials for seminar/symposia/conference are based on their job profile and the relevance of the work handled by them, for such seminars/symposia/conference, without any discrimination against any category.

3.16 When asked about the reasons for not providing adequate representation of SC/ST employees for Abroad Training, it has been informed through post evidence replies that training abroad are normally meant for those employees who have been working on Special Projects and or on adoption of new technology and officials directly dealing with such projects/technology are only sent. No discrimination is made against

any category in the matter. On return, such officials impart the learning points to those working under them as a measure of knowledge transfer in DMRC.

3.17 The Committee note with concern that during the years 2014-2017, total number of 36 employees sent for training abroad out of which only one SC and no ST was sent for training abroad. This shows the casual attitude of DMRC for equal treatment for their employees belong to SCs/STs.

3.18 The Committee are given to understand that nomination of the officials for training abroad is made on the basis of their job profile relevance of work handled or working of new technology oriented special projects where no SC/ST were assigned duty, due to which no SC/ST could go a training abroad. The Committee, therefore, would like to know the criteria for engaging only specific category not SC/ST in such special projects without prejudice to SC/ST.

3.19 The Committee are, therefore, not satisfied with the reply given by the DMRC about not sending SC/ST candidates for training abroad. The committee in view of forgoing earnestly recommend the Ministry of Urban Development to enquire into the matter and submit report to the Committee to ensure that SC/ST officials in DMRC are not deprived of their legitimate right of getting exposure in abroad and enriching their knowledge and technical skill for the benefits of their organisation. The Committee would like to be informed about the progress made in this regard.

E. Appointment on the basis of false caste certificate

3.20 To a query relating to securing employment on the basis of false caste certificate, the Committee were informed that no such case has been reported during the year 2014, 2015, 2016 and 2017 (till 31.03.2017).

F. Apprentices

3.21 When asked about the total number of apprentices taken under Apprentices Act, in the DMRC during the last three years and the number of SCs/STs among them,

the Committee were informed that the scheme of Apprentices Act has not been implemented yet as DMRC is going through fast pace of expansion. Once the organisation stabilizes, it will be considered.

G. Compassionate ground appointment

3.22 It has been stated that based on the financial condition of family of deceased, DMRC has given compassionate appointment to 10 candidates since inception, of which one candidate belongs to SC category and one candidate to ST category.

3.23 As regards the appointment on the basis of false certificate, the Committee understand that caste certificates of the candidates are invariably verified with the authorities concerned at his entry level itself. The Committee therefore, desire to know the present status of pending cases of false certificate, if any.

3.24 The Committee note that DMRC has given compassionate appointment to 10 candidate since inception of which one candidate belong to SC category and one candidate to ST category. The Committee feel that lenient view should be taken on the SC/ST candidates and priority be given to them for compassionate ground appointment.

CHAPTER IV

Miscellaneous

A. Deputation

4.1 The details of the total number of posts filled up in DMRC on deputation basis is as under:-

Year	Total No. of Employees joined on deputation	Total No. of SC	Total No. of ST
2014	12	02	Nil
2015	16	01	01
2016	07	01	Nil
2017	12	Nil	Nil

4.2 The details of employees of DMRC sent on deputation to other departments is as under:-

Year	Total No. of Employees sent on deputation	Total No. of SC	Total No. of ST
2014	10	02	02
2015	07	Nil	Nil
2016	04	Nil	Nil
2017	05	02	Nil

B. Housing facilities

4.3 Regarding housing facilities by the DMRC to its employees including SCs/STs, the Committee were informed that besides staff quarters, DMRC has provided attractive lease facilities to all the employees. No reservation for SC/ST employees for allotment for DMRC quarters has been made. Most of them are in occupation of lease accommodation. The corporation gives House Building Advance (HBA) upto Rs. 20 lakh to all applicants who meets the condition for HBA.

4.4 The details of the quarters of each type allotted to employees including SCs/STs are as under:-

TYPE-II (non-supervisor)		TYPE-III (Supervisors)		TYPE-IV (Executive)	
Community	No. of Employees	Community	No. of Employees	Community	No. of Employees
SC	143	SC	137	SC	14
ST	70	ST	68	ST	6
OBC	362	OBC	426	OBC	35
General	331	General	383	General	81
Total	906	Total	1014	Total	136

4.5 When asked about any concession in terms and conditions or in rate of interest for SC/ST employees, the DMRC replied negatively.

4.6 The Committee are surprised to note that no reservation for SCs/STs employees for allotment of DMRC quarters has been made which is against the policy of the Government. The Committee recommend that mandatory reservation in residential accommodations should be made for SC/ST employees in DMRC as prevailed in other Government Departments so that the SC/ST employees do not suffer in this regard.

4.7 The Committee also note that beside the staff quarters, DMRC has provided attractive lease facilities to all the employees. Most of them are in occupation of lease accommodations. The Committee, therefore, would like to have data of needy SC/ST employees left out without accommodations under the lease facilities provided by DMRC.

C. (i) Complaints/Grievances of SC/ST Employees

4.8 Regarding mechanism for the redressal of grievances of SC/ST employees in DMRC, the Committee informed that to look after the grievances of SC/ST employees, Liaison Officer and SC/ST Cell has been appointed. Complaints register is being maintained. Also no complaints were received from SC/ST employees during the years 2014, 2015, 2016 and 2017 (31.03.2017).

(ii) Periodic Meetings

4.9 The Committee were informed that the following mechanism of Grievances handling is in existence in DMRC for all employees including SC/ST:-

- a. E-Grievance portal
- b. HR-Apke Dwar
- c. Open House
- d. Monthly meeting of HoDs with their employees.

D. Petty Contracts

4.10 The DMRC hires various firms/companies for setting up of infrastructure and execution of various projects on contract/tender basis. Also there is no provision of

reservation for hiring/engaging contracts belonging to SC/ST in DMRC. The contracts are being awarded generally based on open tender system (National/Global).

4.11 When asked about any ceiling on tenders fixed for SC/ST contractors, the Committed were informed that there is no ceiling fixed for any SC/ST Contractors.

4.12 Regarding maintaining record of SC/ST contract works, the Committee were informed that in works contract, contracts are awarded after following the eligibility criteria laid down by the Central Vigilance Commission, by following an open and transparent system. As on date, there is no system of maintaining or identifying the contractors who belong to SC/ST community. However, as per the direction of National Commission of Scheduled Castes, given in the course of inspection carried out on 18/11/2017, it is being mentioned in the contract conditions that at least 15% staff, stipulated in the manpower deployment contract, should belong of SC category.

4.13 When asked whether DMRC instead of giving job opportunities to SCs/STs, also consider to provide business opportunities to them at stations, the Committee were informed through post evidence replies as under:-

"No, DMRC follows an open tendering policy and the most competitive bidder as per the terms and conditions of bid is awarded the contract. As such award of contract specifically to any caste/category/community, do not arise."

4.14 The Committee are dismayed to note that the DMRC hires various firms/companies for setting up of infrastructure and execution of various projects on contract/tender basis without following reservation policy for SC/ST in DMRC. The Committee note that the National/Global Contracts are being awarded generally based on open tender system without ceiling fixed for any SC/ST. However, as per the direction of the National Commission of Scheduled Castes, it is being mentioned in the contract conditions that atleast 15% staff stipulated in the manpower deployment contract, should belong to SC category. In furtherance of NCSC the Committee desire the Ministry to make sure that contractors involved in outsourcing may be made obligatory to provide reservation to SC/ST candidates as per norms fixed by the Government.

E. Appointment of Safai Karamcharis

4.15 The Committee were inform that DMRC hires various firms/companies for setting up of infrastructure and execution of various projects on contract/tender basis.

4.16 During the evidence when the Committee desired to know about regularisation of the Safai Karamcharis keeping in view of their length of services tendered by these Karamcharis for last 12-15 years. The representative of DMRC informed as under:-

"Sir, this is completely outsources and every time, we go for a bidding process."

4.17 Where the Committee desired to know about means of payment to these outsourced Safai Karamcharis to avoid exploitation from their contractor/middleman.

The representative of DMRC informed as under:-

Sir, first thing is the payment of salary to these people. We ensure that payment is made through the bank account. So, we very strictly follow the labour laws, but still there are cases where people get changed where some other person comes in places of somebody else. From our side, we ensure that he makes the payment through the bank account.

4.18 The Committee recommend that instead of assigning the Safai work to the contractor, the DMRC should prefer a cooperative society or organisation of Safai Karamis only. There cooperative societies will engage SC/ST people only for safai work. This act not only save SC/ST people from exploitation from non SC/ST contractor who make profit by exploiting there people but also safeguard the interest of these communities by engaging 100% people from SCs/STs. The Committee recommend that the DMRC may mention in its advertisement that it should be from the cooperative society of SC/ST people only.

F. Socio-economic Development

4.19 When asked whether DMRC undertaken any special scheme for socio-economic development of SCs/STs by adopting village/town/village predominantly inhabited by SCs/STs in the vicinity of DMRC projects, it has been stated that DMRC is not a profit making organisation and has not adopted any village or town for its socio-economic development.

G. Corporate Social Responsibilities (CSR)

4.20 It has been submitted that DMRC is not a profit making organisation as such CSR activity is not binding. However, as a voluntary measures DMRC is maintaining a Children Home and an Old Age Home, wherein all beneficiaries irrespective of their caste, religion are allowed.

4.21 When asked about location of Child Home and Old Age Home and any proposal to expend such initiatives, it has been informed that Children Home "Armaan" is located at Tis Hazari, Delhi and the Old Age Home, at Govindpuri, Delhi. There is no proposal, at present, to further expand the initiatives.

H. Rehabilitation Policy

4.22 It has been stated that all the persons affected at the time undertaking projects work by DMRC in different places all over Delhi and adjoining states were given adequate compensation as per prescribed formula and procedure and compensation has been given to all including SC/ST, if any. There is no scheme for providing jobs under DMRC for such people who are displaced.

4.23 When asked about the number of SC/ST persons affected at the time of undertaking projects works by DMRC since inception in different places all over Delhi who were given compensations, it has been stated that DMRC follows the rehabilitation policy laid down for project affected persons for the MRTS project. However, DMRC does not maintain records of project affected persons on caste-wise category basis.

4.24 The Committee note that DMRC is not profit making organisation and has not adopted any village or town for its socio-economic development and CSR activities are not binding to DMRC.

4.25 The Committee further note that under the rehabilitation policy all the persons affected at the time of undertaking project work by DMRC in different places all over Delhi and adjoining States were given adequate compensation as per prescribed formula and procedure and compensation has been given to all including SC/ST if any. There is no scheme for providing jobs under DMRC for such people who are displaced. The Committee also note that DMRC does not

maintain records of project affected persons on caste-wise category basis. The Committee are therefore, concerned that no specific measures have been initiated by DMRC for upliftment of SC/ST people at any point of time since inception. The Committee feel that the DMRC is avoiding its social responsibilities for upliftment of the down trodden section of the society. The Committee strongly recommend that DMRC must maintain record of projects wherein such SC/ST persons have been affected and DMRC may consider assistance to such SC/ST families including option to provide employment to them on priority basis.

New Delhi;

04 January, 2018

Pausa, 1939 (Saka)

(Dr. KIRIT PREMJI BHAI SOLANKI)

Chairperson

Committee on the Welfare

of Scheduled Castes and

Scheduled Tribes