



सत्यमेव जयते

राष्ट्रीय अनुसूचित जनजाति आयोग

National Commission for Scheduled Tribes

(भारत के संविधान के अनुच्छेद 338क के अंतर्गत एक संवैधानिक निकाय)
(A constitutional body under Article 338A of the Constitution of India)

File No. Review/31/DU/2023-SSW

Dated: 26/02/2024

To,

Prof. Yogesh Singh,
Vice-Chancellor,
University of Delhi,
New Delhi-110007
(Email: vc@du.ac.in)
(Ph. No. 011-27667011)

Sub: Review of Constitutional Safeguards for Scheduled Tribes of DU.

महोदय,

I am directed to refer to the subject cited above and to enclose copy of minutes of Review Meeting held under the Chairmanship of Shri Ananta Nayak, Hon'ble Vice-Chairperson (Acting), National Commission for Scheduled Tribes (NCST) on 05.02.2024 at Delhi University, Delhi

It is requested that the report on action taken/ to be taken on the recommendations may be sent within 30 days from receipt of the letter, for placing it before the Hon'ble Commission.

Yours faithfully,

(आर.एस.मिश्र/R.S. Misra)

अनुसंधान अधिकारी/Research Officer

Ph No. 011-24641640

Copy for information to:

1. PS to Hon'ble Vice-Chairperson (Acting), NCST
2. PS to Secretary, NCST
3. O/o JS, NCST
4. NIC, NCST for uploading on the website of the Commission

राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes

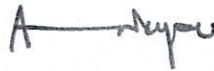
REPORT AND RECOMMENDATIONS UNDER ARTICLE 338A(5)(e) OF THE CONSTITUTION OF INDIA ON THE MEASURES TO BE TAKEN BY UNIVERSITY OF DELHI FOR EFFECTIVE IMPLEMENTATION OF CONSTITUTIONAL SAFEGUARDS AND REVIEW AND MONITORING OF SCHEMES FOR THE PROTECTION, WELFARE AND SOCIAL ECONOMIC DEVELOPMENT OF THE SCHEDULED TRIBES BY THE NATIONAL COMMISSION FOR SCHEDULED TRIBES.

[File No. Review/31/DU/2023-SSW]
Date of Review: 05.02.2024 at Delhi University, Delhi

The National Commission for Scheduled Tribes (NCST) is a Constitutional body set up under Article 338A of the Constitution of India to investigate and monitor all matters relating to protection, welfare and socio-economic development of Scheduled Tribes in the Country. As per the Constitutional provisions, the Union and every State Govt. shall consult the Commission on all major policy decisions affecting Scheduled Tribes. The Commission presents its Reports to the Hon'ble President of India and all such Reports of the Commission upon the working/implementation of the Constitutional Safeguards provided for Scheduled Tribes are to be laid before each House of Parliament along with Memorandum explaining the Action Taken or proposed to be taken on the recommendations relating to the Union and the reasons for non- acceptance, if any, of any of such recommendations by the Ministry of Tribal Affairs, Government of India.

2. In pursuance of the above Constitutional mandate, Shri Ananta Nayak, Hon'ble Vice-Chairperson (Acting), National Commission for Scheduled Tribes, in the presence of Smt. Alka Tiwari, Secretary, NCST and other Senior Officials of the Commission took review meeting with the Vice-Chancellor and other Senior Faculty/Officers of Delhi University on 05.02.2024 to evaluate the working of Constitutional Safeguards available for the Scheduled Tribes in the University and also to review implementation of various Service Safeguards and other Developmental Programmes for the Welfare and Development of Scheduled Tribes Employees and Students of the University.

3. The List of Representatives of the Delhi University who were present in the Review Meeting on 05.02.2024 at 03:30 PM and List of Office Bearers of SC/ST Employees Welfare Association, DU; ST Employees and ST Students of Delhi who attended the Meeting at 2.30 PM is Annexed.



अनंत नायक/ANANTA NAYAK
कार्यवाही अधिकारी/Acting Vice-Chairperson
राष्ट्रीय अनुसूचित जनजाति आयोग
NATIONAL COMMISSION FOR SCHEDULED TRIBES
भारत सरकार/Govt. of India
नई दिल्ली/New Delhi

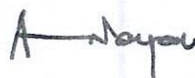
4. Before the Review Meeting on 05.02.2024, the Hon'ble Vice-Chairperson (Acting), NCST, in the presence of Secretary, NCST and other Officials of the Commission had interaction and discussion with Office Bearers of DU SC/ST Employees Welfare Association, ST Employees and ST Students of the University Delhi on the problems and difficulties faced by ST Employees in the University. The following points were highlighted before the Commission during the Meeting:-

- (i) The backlog post of non-teaching staff in the ST Cadre are still vacant;
- (ii) DPC for the posts of non-teaching staff are not convened in time;
- (iii) Non-teaching employees are not promoted from the back date;
- (iv) Rosters of the various posts are not made available online by various Colleges;
- (v) Particulars of Liaison Officer of the University and Colleges should be displayed in the public domain i.e sign board, college website etc. and the same may be informed to the SC/ST Employees Welfare Association, Delhi University.

5. After interaction with the SC/ST Employees Welfare Association and ST Students of DU, the Hon'ble Vice-Chairperson (Acting), NCST in the presence of Secretary, NCST and Sr. Officers of NCST held the review meeting of DU with the Vice-Chancellor and Sr. Officers of DU for discussion on the problems of ST Employees of DU. After a round of introductions, Director, NCST briefed the Participants on the mandate, functions and duties of NCST and requested the officers of DU to apprise the Commission about the activities undertaken by the University for the welfare and protection of the ST employees and ST students.

6. The Vice-Chancellor of DU informed that the University of Delhi has completed 100 years on 1st May 2022 and as one of the leading Universities in India, it is investing its resources in digitization initiatives at various levels such as online admissions, computer-based entrance examinations (in partnership with NTA), administrative and financial processes, library resources, etc., ensuring transparency and efficiency in the existing systems. Apart from above, the University has implemented a Samarth Portal for administrative work to make it zero paper environment.

It was submitted that information on the employees, faculties, courses, enrollment, hostel accommodation and other related activities has already been furnished as reply to the NCST Questionnaire. The Staff strength (teaching) of DU and recruitment (teaching) made during 2023 was reported as under:-



अनंत नायक/ANANTA NAYAK
कार्यवाहक उपाध्यक्ष/Acting Vice-Chairperson
राष्ट्रीय अनुसूचित जनजाति आयोग
NATIONAL COMMISSION FOR SCHEDULED TRIBES
भारत सरकार/Govt. of India
नई दिल्ली/New Delhi

Staff Strength (as on 01.01.2023)

Sl No.	Name of Post	Level/ Category	Total Sanctioned Strength	No. of Posts actually filled	Total No. of Employees	Among them	
						ST	ST
1	Professor	14	260	76	76	5	6.5%
2	Associate Prof.	13A	643	207	207	13	6.28%
3	Assistant Prof.	10	803	630	630	46	7.30%

Recruitment made (during the year 2023)

S No	Name of Post	Category of post	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for STs.				
					C/F from previous year	Reserved during the year	Total	No. of candidates appointed	No. of vacancies carried forward
1	Professor	Teaching	186	05	13	-	13	00	13
2	Associate Prof.	Teaching	449	31	35	-	35	00	35
3	Assistant Prof.	Teaching	267	111	14	-	14	06	08

7. Observations of the Commission:

In reply to NCST Questionnaire, the DU has informed that the collected data is not available for the total number of employees (teaching) in the University (as on 02.07.1997). During 2023 number of vacancies carry-forward for Professor category 13, Associate Prof. category 35 and Assistant Prof. category were 08. There was no information about the non-teaching staff position of the University, as on 02.07.1997, 01.01.2014 and 01.01.2023. It was also observed that National Commission for Scheduled Tribes had reviewed Delhi University on 21.03.2018 whereas the date recorded by DU in its reply is 21.02.2018 which is incorrect. Action Taken Report on the recommendations made by the NCST in the Review Meeting held on 21.03.2018 has also not been provided to the Commission till date.



अनंत नायक/ANANTA NAYAK
कार्यवाहक उपाध्यक्ष/Acting Vice-Chairperson
राष्ट्रीय अनुसूचित जनजाति आयोग
NATIONAL COMMISSION FOR SCHEDULED TRIBES
भारत सरकार/Govt. of India
नई दिल्ली/New Delhi

8. Recommendations of the Commission:-

After detailed discussion with the Vice-Chancellor and Other Senior Officers of DU and also keeping in view the issues raised by SC/ST Employees Welfare Association on various issues affecting the Scheduled Tribe employees of DU, the Commission recommends the following:-

- i. Action may be taken on the issues raised by the representative of SCs/STs Employees Welfare Association, DU as mentioned in Para 4 (i) to (v).
- ii. The composition of Academic Council may be provided. Efforts may be made to nominate one ST Employee of adequate seniority in the Executive Council of the University.
- iii. The details of non-teaching staff (sanctioned strength, existing employees and ST employees therein) as on 01.01.2023 may be supplied.
- iv. Details of Under Graduate Courses conducted by various Colleges of the University with total seat and ST seats reserved therein may be supplied.
- v. Rate and tenure of NFST fellowship scheme may be provided.
- vi. The procedure adopted for verification and claims of fake / false ST certificate during recruitment / promotion may be furnished to the Commission.
- vii. The relaxation (in percentage of) given in marks for qualifying the exam for ST persons in various recruitment (both for teaching and non teaching) may be furnished.
- viii. As informed during the review meeting, that DU has advertised various posts (Assistant Professor, Associate Professor and Professor) and recruited during the year 2023. Please furnish data on number of selected candidates (both general and ST).
- ix. The nature and duration of training / programmes conducted for enhancement of skills of employees during the last two years along with participants including STs thereon may be furnished.
- x. The Liaison officer for STs may be appointed in each college and displayed / circulated among the employees and SC/ST Employees Welfare Association of DU under intimation to Registrar, University of Delhi.
- xi. The copy of last annual report of University of Delhi may be provided.
- xii. The Internal Grievance Redressal Committee to be setup in University of Delhi, as suggested by NCST in August, 2021 (copy enclosed). The information on composition of IGRS may be furnished to the Commission.
- xiii. Rosters for various posts available online may be publicized to all employees and also informed to the SC/ST Employees Welfare Association, DU.



अनंत नायक/ANANTA NAYAK
कार्यवाहक उपाध्यक्ष/Acting Vice-Chairperson
राष्ट्रीय अनुसूचित जनजाति आयोग
NATIONAL COMMISSION FOR SCHEDULED TRIBES
भारत सरकार/Govt. of India
नई दिल्ली/New Delhi