

**Proceedings of Meeting by Shri Maurice Kujur, Hon'ble Vice
Chairperson to Review Delhi Development Authority on 29.11.2010**

A list of officers present in the Meeting is at Annexure.

ISSUE

Review of Implementation of service safeguards and development pogrammes / schemes for Scheduled Tribes in Delhi Development Authority.

BACKGROUND

National Commission for Scheduled Tribes is a body constituted in 2004 under Article 338A of the Constitution to monitor and safeguard the socio – economic development and interests of the Scheduled Tribes in India.

To discharge its function, the Commission suo-moto reviews the implementation of service safeguards and development pogrammes / schemes for Scheduled Tribes in randomly selected some Ministries, State Governments, PSUs and Govt. organizations. It is the duty of the Commission to present to the President of India, its noticeable findings and observations concerning the Scheduled Tribes, in the form of an Annual Report.

The Commission had sent a questionnaire to few Govt. Organizations including Delhi Police in July, 2009 for the purpose of collection of relewant information about the Scheduled Tribes for conducting review.

Shri Maurice Kujur, Hon'ble Vice Chairperson decided to hold the review meeting with Delhi Development Authority (DDA) on 29.11.2010 at 1630 Hrs. in the Commission. The filled up questionnaire and additional information as required were received from DDA.

DISCUSSION

The meeting commenced with the discussion on the implementation of service safeguards and development pogrammes for Scheduled Tribes in the DDA. Replies to the points included in the Questionnaire and additional points were discussed. The following action points emerged during the discussion:

- i) The Commission noticed and expressed its concern regarding less representation of STs in all category of

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employees in the DDA. DDA intimated that during the Asiad Games 1982, a large number of employees were recruited in the Group 'D' on temporary work charge basis. Later on these employees are being made permanent and regularized against the regular vacancies on their occurrence without following any reservation policy.

- ii) Further, it was informed by the DDA that these employees are being promoted against the vacancies in the higher grade, causing it difficult to maintain the prescribed percentage of STs. There are still 9675 staff available as work charge and there is a ban on recruitment in Gr. 'D'.
- iii) As per DDA officials, maintenance of prescribed percentage in case of STs is difficult because STs are not available in Delhi.
- iv) In 2007, 34 candidates belonging to ST category were recruited as Mali. After the implementation of the 6th Central Pay Commission report, the Gp 'C' and Gp 'D' are merged as Gp 'C', then filling up of Gp 'D' vacancies is required clarification as per the DDA officials.
- v) The Commission expressed its deep concern that with this process, the vacancies due to STs as per the prescribed percentage are being filled up with the unreserved candidates and desired that ST vacancies earmarked for ST should be filled by ST candidates and if required, special permission may be taken.
- vi) Vice Chairman, DDA agreed to initiate action to fill up the vacancies due to the share of STs as per the prescribed percentage in the vacancy year 2009, within a period of next 3 months.
- vii) DDA explained that there is a well laid down system of monitoring and inspection of Post Based Rosters every year by the SC/ST Liaison Officers.
- viii) Responding to a query from the Commission on the computerization of the rosters, DDA expressed that at present, the rosters are being maintained manually, but efforts are being made to computerize the rosters. The Commission informed that few of the organizations have already computerized their rosters and DDA may take help of these Govt. organizations in their efforts to computerize the rosters.
- ix) DDA explained that reservation policy in allotment of land, flats, shops etc. is being followed as per the Govt. instructions.
- x) During the discussion, the Commission clarified that the deficiency in representation of ST category candidates is the shortfall and the failure of the organization to fill up the ST

vacancies in their efforts during the previous recruitment / appointment drives are the backlog. In view of this, backlog has to be less or at the most can be equal to shortfall, but in no case can be greater than shortfall.

- xi) The Commission noticed from the reply to the Questionnaire that weekly staff hearing is also held in the chamber of Commissioner (P) on every Wednesday, where the employees can resolve their grievances.
- xii) DDA agreed to forward all notifications of the direct recruitment of ST vacancies to SC/ST Welfare Association for information.
- xiii) DDA confirmed that training is being given to SC/ST candidates before direct recruitment and promotion.
- xiv) The Commission requested the DDA to contribute for the welfare of the society under their Corporate Social Responsibility (CSR). DDA agreed to adopt few sports persons, especially from the individual events, from the tribal areas and take care of their boarding, lodging, training expenses etc.
- xv) VC, DDA expressed from his experience that youth from North Eastern States are generally good in English, therefore, Call Centers / BPO Centers may be set up in NE region, so that local youth gets job with out moving out of their area.

RECOMMENDATIONS

In view of the discussion, the Commission recommended that

- i) Vacancies reserved for ST should be given wide publicity;
- ii) DDA to intimate action taken to fill up the vacancies due to the share of STs as per the prescribed percentage occurred in the vacancy year 2009, within a period of next 3 months.
- iii) DDA to intimate progress made towards the adoption of sport persons from the tribal areas to take care of their requirements.
- iv) The Commission will request the DONER to take appropriate action for setting up Call Centers / BPO centers in the NE States for generating employment opportunities in the region.

The Commission also desired that an Action Taken Report on the recommendations of the Commission, as mentioned above, should be forwarded within a period of 3 months.

The meeting ended with a vote of thanks to the Chair.

ANNEXURE

The following were present in the meeting on 29.11.2010:

NCST

1. Shri Maurice Kujur, Hon'ble Vice Chairperson.....In Chair
2. Shri Aditya Mishra, Jt. Secretary
3. Shri Vinod Aggarwal, Director
4. Shri K. C. Behera, PS to VC

Delhi Development Authority

1. Shri Ashok Kumar, Vice Chairman.
2. Ms. Pramila H. Bhargava, Commissioner (Pers.)
3. Shri V. K. Ahuja, Director(Pers.)
4. Shri Vikas Pandey, Dy. Director