

**COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES**

(2025-2026)

(EIGHTEENTH LOK SABHA)

FIFTH REPORT

ON

Ministry of Education (Department of Higher Education)

“Role of autonomous bodies/educational Institutions like Central Universities, Engineering Colleges, IIMs, IITs, Medical Institutes in socio-economic development and implementation of reservation policy for Scheduled Castes and Scheduled Tribes with specific reference to University of Delhi.”

Presented to Lok Sabha on 07.08.2025

Laid in Rajya Sabha on 07.08.2025



**LOK SABHA SECRETARIAT
NEW DELHI**

7 August, 2025/ 16 Sravana, 1947 (Saka)

CONTENTS

Page No.

COMPOSITION OF THE COMMITTEE (2025-26).....	III
INTRODUCTION.....	V

REPORT

CHAPTER I REPORT

CHAPTER II OBSERVATIONS/RECOMMENDATIONS

APPENDICES

- I. Minutes of the sitting of the Committee held on 06.08.2025.

ANNEXURES

- I. The details of complaints received during last 5 years.

COMPOSITION OF THE COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES (2025-26)

Dr. Faggan Singh Kulaste - Chairperson

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4. Smt. Pratima Mondal
5. Shri Vishnu Dayal Ram
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12. Dr. Alok Kumar Suman
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19. Shri Sasikanth Senthil
20. Adv. Chandra Shekhar

MEMBERS - RAJYA SABHA

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22. Smt. S. Phangnon Konyak
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24. Shri Rwngrwa Narzary
25. Smt. Phulo Devi Netam
26. Shri Devendra Pratap Singh
27. Dr. V. Sivadasan
28. Dr. Kanimozhi NVN Somu
29. Smt. Mamata Thakur
30. Shri Balyogi Umeshnath

SECRETARIAT

- | | | | |
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| 2. | Shri Rakesh Bhardwaj | - | Director |
| 3. | Shri Ajay Kumar Prasad | - | Deputy Secretary |
| 4. | Ms. Pooja Kirthwal | - | Committee Officer |

(iii)

INTRODUCTION

I, the Chairperson, 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 Fifth Report (Eighteenth Lok Sabha) on the subject “Role of autonomous bodies/educational Institutions like Central Universities, Engineering Colleges, IIMs, IITs, Medical Institutes in socio-economic development and implementation of reservation policy for Scheduled Castes and Scheduled Tribes with specific reference to University of Delhi.”

2. The Committee undertook a local study visit to University of Delhi on 11 April, 2025 to examine the subject “Role of autonomous bodies/educational Institutions like Central Universities, Engineering Colleges, IIMs, IITs, Medical Institutes in socio-economic development and implementation of reservation policy for Scheduled Castes and Scheduled Tribes”. The Committee wish to express their gratitude to the officers of the Ministry of Education (Department of Higher Education) and University of Delhi 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 _____.

4. For facility of reference and convenience, the observations/recommendations of the Committee have been printed in bold letters in Chapter II of the Report.

**New Delhi;
7 August, 2025
16 Sravana, 1947(Saka)**

**Dr. Faggan Singh Kulaste
Chairperson
Committee on the Welfare of
Scheduled Castes and
Scheduled Tribes.**

(v)

REPORT

CHAPTER I

Background

The University of Delhi was established in the year 1922 by the Delhi University Act. The University which began with three colleges has grown as one of the largest Universities in India with 16 Faculties, 86 academic Departments, 28 Centres and 90 Colleges.

2. The objectives of the University shall be to become an internationally acclaimed university by providing world class research facilities and quality teaching; to be recognised for excellence in teaching, research and outreach; to provide the highest quality education to students, to nurture their talent, to promote intellectual growth and shape their personal development; to remain dedicated and steadfast in the pursuit of truth aligned with the motto of the University of Delhi “Nishtha Dhriti Satyam” and serve humanity through the creation of well- rounded, multi-skilled and socially responsible global citizens.

3. During the academic year 2024-2025, the University of Delhi offered 500 programmes in various disciplines of study encompassing undergraduate, postgraduate and Ph.D. among others on offer, out of which more than 200 programmes are run by the Departments and Centres of the University.

4. In the academic year 2024-2025, the University of Delhi admits its students to undergraduate programs only through the Common University Entrance Test conducted by National Testing Agency (NTA). Similarly, admissions to postgraduate programs of the University of Delhi were also successfully completed through Entrance and merit modes. There is also a provision to admit two children in the supernumerary seats (one male and one female), in each programme of study, both at the UG and PG level who have been rendered orphan.

5. As per 2024-25 data, the University admitted 70422 students in Undergraduate programmes, 11,653 in Post graduate programmes, 298 students in B.Tech programs, 226 in ITEP program and 1386 students in PhD. During the academic year 2024-2025,

there has been an increase of 11%, from 3730 to 4120 in research publications in Scopus Indexed Journals. The H-index of the University is 286, indicating enhanced quality of research by our faculty members. During this period, the University signed 22 MoUs with Foreign Universities. The University of Delhi awarded 1,66,494 degrees, 194 medals with 623 Ph.D. degrees.

6. The Committee undertook a local study visit to University of Delhi on 11 April, 2025 to examine the subject “Role of autonomous bodies/educational Institutions like Central Universities, Engineering Colleges, IIMs, IITs, Medical Institutes in socio-economic development and implementation of reservation policy for Scheduled Castes and Scheduled Tribes”. The Committee held discussions with the SC/ST Teachers Welfare Association followed by detailed deliberations with the Management of University of Delhi. The Committee also interacted with the SC/ST representatives of non teaching staff and students of the University.

Organisational Set-up

7. The Committee have been informed that there are 68 Constituent/Affiliated Colleges and 22 academically Affiliated Institutes with the University of Delhi. As per the provisions of the Delhi University Act, 1922, Colleges are maintained or admitted to the privileges of the University as an Affiliated college or a Constituent college. The colleges so affiliated with the University are separate autonomous functional entities, which are directly funded by the UGC and/or GNCT of Delhi. They have their own administrative setup and are governed by their respective Governing Bodies, which are also the Appointing Authority as well as Disciplinary Authority with respect to the teaching and non-teaching employees of the respective Colleges. Therefore, the colleges affiliated with the University of Delhi are not under the administrative control of the University of Delhi.

Implementation of reservation policy

8. The Ministry in their written replies stated that the University of Delhi, being a Central University is duly funded by the Government of India/ University Grants Commission (UGC) and is committed towards implementation of reservation policy in the University as communicated through the nodal agencies like Ministry of Education (MoE) and University Grants Commission from time to time.

9. It was also informed that the University of Delhi follows the instructions of the Government of India through its Act, Statutes and Ordinances to implement the Reservation policies for SCs/STs/OBCs/EWSs/PwBD for providing reservation to the extent of 15% for the Scheduled Castes (SC), 7.5% for the Scheduled Tribes (ST), 27% for the Other Backward Classes (OBC) and 10% for the Economically Weaker Sections (EWS) as notified by the Government of India/UGC from time to time. The guidelines issued by the MoE/UGC from in this regard are adopted with the approval of the Executive Council for its implementation in the University.

10. The Committee were further informed that the time-line regarding implementation of reservation in the University of Delhi as well as Colleges (except colleges accorded Minority status) are as follows:

Lecturer / Assistant Professor

Timeline (With effect from)	Nature of Reservation Roster	Concept of Unit
25.06.1996	Vacancy Based for SC & ST	Department as a Unit
02.07.1997	Post Based for SC & ST	Department as a Unit
21.03.2007	Post Based for OBC	Department as a Unit
03.09.2013	Post Based for SC, ST & OBC	University as a Unit
02.07.2019	Post Based for EWS	University as a Unit

Associate Professor / Professor

Timeline (With effect from)	Nature of Reservation Roster	Concept of Unit
03.09.2013	Post Based for SC & ST	University as a Unit
03.09.2013	Post Based for OBC	University as a Unit
13.07.2019	Post Based for EWS	University as a Unit

11. It was also submitted that the earlier reservation rosters for faculty positions were drawn in accordance with the model 200 point/13 point post-based reservation roster

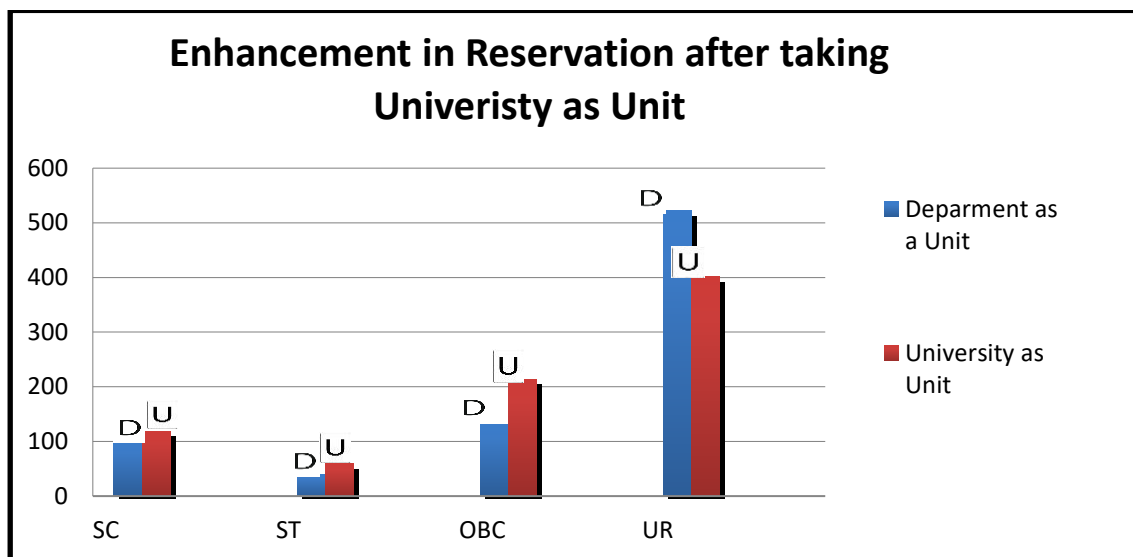
prescribed by the DoP&T with Department as a 'Unit'. The vacant posts were marked, advertised and appointments were made in accordance with these reservation rosters.

12. On receipt of directions from the Ministry of Human Resource Development (MHRD), now Ministry of Education and the UGC vide OM No. 12-60/2013-UI dated 25.06.2013 and letter No. F.1-15/2008 (SCT) dated 09.05.2013, the reservation rosters were recast taking the University/College as a Unit, as per the guidelines laid down by the DoP&T in this regard. This was implemented vide Executive Council Resolution No. 64 dated 28.09.2013, taking the University as a Unit. Before the adoption of the policy of drawing the reservation rosters with 'University' as a Unit with effect from 04.09.2013 in compliance of directives received from the Ministry and the UGC, the reservation rosters were drawn with 'Department' as a unit

13. When enquired about the number of erstwhile unreserved vacancies which were converted to reserved ones once the roster was recasted in 2013, the Ministry in their written submission informed that prior to 04.09.2013, based on the strength of the respective departments, 13-point or 200-point (as applicable) reservation rosters as prescribed by the DoPT were drawn for the respective departments. It was also stated that the DoPT's 13-point reservation roster, which was drawn for most of the departments, enables implementation of the reservation for all categories progressively. Further, adjustment of shortfall and excess for each department was feasible in every recruitment cycle as there were separate rosters for each department.

14. The reservation rosters for each department were recast in 2013 and all the departments were plotted on a single 200-point reservation roster as notified by the DoPT. Accordingly, all the posts allotted to the University were plotted in the same reservation roster as the unit was 'University'. Resultantly, many posts which were earlier earmarked as un-reserved got earmarked for different reserved categories as per the plotting in the 200-point reservation roster prescribed by the DoPT.

UNIVERSITY AS A UNIT		
Category	Before 2013	After 2013
UR	522	402
OBC	131	214
SC	98	119
ST	40	59



15. The Ministry has furnished the following details of appointments of faculty since recasting of the roster and percentage of SCs/STs:

Year	Filled	Appointments		Percentage	
		SC	ST	SC	ST
2014-15	45	6	4	13.33	8.89
2015-16	39	6	4	15.38	10.26
2016-17	0	0	0	0	0
2017-18	145	22	11	15.17	7.59
2018-19	0	0	0	0	0
2019-20	0	0	0	0	0
2020-21	44	4	4	9.09	9.09
2021-22	2	0	0	0	0
2022-23	177	29	13	16.38	7.34
2023-24*	97	15	2	15.46	2.06
2024-25	60	6	3	10	5
Total	609	88	41	14.45	6.73

The above information is with respect to the University only.

Note: *In this period, the appointments largely pertained to Associate Professor and Professor. For this post in majority of the cases, number of applications received from eligible ST candidates were very low.

16. It was further stated that the recasting of reservation rosters from 'Department as a Unit' to 'University as a Unit', led to conversion of many erstwhile unreserved posts to reserved posts, resulting in creation of shortfall accordingly, which have now been filled

up in the subsequent recruitments made. Further, the University has also been ensuring that the posts advertised as reserved posts are filled by candidates of respective categories only during the ensuing recruitment cycles.

17. The University follows the Reservation Policy as per Govt. of India guidelines. The appointments have been made as per the 200-point Post-Based Reservation Rosters for SC/ST/OBC/ EWS/UR for the faculty members at all the three levels i.e. Professor, Associate Professor and Assistant Professor. Further, reservation in non-teaching posts in the University of Delhi and its colleges are also in accordance with the guidelines issued by the UGC/MoE/DoP&T from time to time.

18. The Committee had earlier presented Fifth Report (16th Lok Sabha) 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"* on 18.12.2015. The Committee had recommended therein as under:

"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."

19. The University of Delhi accordingly constituted Kale Committee to examine the matter. The Ministry in their written replies have submitted the recommendations of the Kale Committee which is reproduced as below:

"Shortfall/Excess, if any, of all reserved/unreserved posts arising out of adoption of the roster based on University/College as a unit shall be marked at the appropriate place on the roster and the same shall be filled/adjusted by the candidate(s) of the respective categories from the existing vacancy or from the first available vacancy arising in the particular subject/department.

This will further be subject to ceiling as laid down in the DoPT guidelines issued from time to time on the subject matter."

20. The Ministry in their written replies have submitted that the recommendation of the Kale committee was with reference to the manner and mode of drawing the 200-point reservation roster for the teaching faculty in the University and its colleges treating the

University and respective college as a unit, instead of the earlier policy of treating Department as a unit. The manner and mode for the same has been defined by EC Resolution 64 dated 28.09.2013, which works out a frame for drawing the reservation rosters with University/college as a unit within the broad framework of the DoPT guidelines. The need for deliberation on the matter arose in view of issues raised during zero hours of various AC and EC meeting with specific reference to the recommendation of a Monitoring Committee that had been appointed by the Pro Vice-Chancellor for monitoring the implementation of the reservation rosters in the University, chaired by Professor Kale.

21. The issue was also deliberated upon by a Committee consisting of officials from the DoPT, the Ministry of Education (then MHRD), the UGC and the University which was constituted under the aegis of the Parliamentary Committee on Welfare of SC & ST. The Committee also found the implementation of reservation in the University as per the DoPT guidelines. The report of this Committee was also placed before the Parliamentary Committee on the Welfare of SC and ST, and a comprehensive response was provided by the University through the Ministry of Education.

22. The Committee enquired as to how the seniority amongst the faculty members determined across various colleges in University of Delhi and what criteria are adopted by various colleges under the jurisdiction of University of Delhi, the Ministry in their written replies stated that the seniority of the teachers is considered under Statute 37 and Ordinance XI of the Statutes and Ordinances of the University. The University has recently prepared norms to decide about the issue of seniority of the teachers which has been approved by the Executive Council vide Resolution No. 9 dated 23.05.2025.

Reservation in admissions

23. It was informed that the University of Delhi puts umpteen efforts to ensure reservation of the SC/ST students for admission to the various programmes and follows the policies of Government of India. Additionally, concessions/relaxations in eligibility are also ensured for SC/ST students in admissions. During admissions, the following has been ensured and has been stated in the Bulletin of Information:

- i. **Undergraduate Programmes** - The minimum eligibility criteria for taking admission to Undergraduate programs is passing Class XII or its equivalent examination.

This is applicable for all categories including SC/ST.

24. Upto the year 2021-2022, the university was admitting the students on the basis of marks obtained in Class XII for Undergraduate Admissions. Since, the academic year 2022-2023, the admission to the Undergraduate Programmes are undertaken solely on the basis of marks obtained in CUET (Common University Entrance Test) conducted by National Testing Agency (NTA). The details of the admissions since academic year 2021-22 is appended below:

Academic Year	Total Admission	Filled Seats (SC)	% of SC admitted on total admission	Filled Seats (ST)	% of ST admitted on total admission
2021-22	75939	9092	11.97	2651	3.49
2022-23	64663	8781	13.58	2038	3.15
2023-24	68583	10168	14.82	2509	3.66
2024-25	66627	10289	15.44	2759	4.14

25. It may be noted, that the percentage of enrolment of SC students has been increasing for past four years. Notably, In the academic session 2024-25, the percentage of students enrolled in SC category is more than the sanctioned strength for the category.

26. For the ST category students, it is submitted that all the eligible ST candidates are offered the admission by bringing down the merit list in order to fulfill the vacant seats.

- ii. **Postgraduate Programmes** - For candidates belonging to UR/OBC-NCL/EWS category, the minimum eligibility is 50% marks aggregate or equivalent grade in the qualifying examination as per the Program-Specific Eligibility.

However, for candidates belonging to SC/ST category, the minimum eligibility is 45% marks in aggregate or equivalent grade in the qualifying examination.

27. The Ministry in their written note informed that upto the year 2022-2023, the

university was admitting the students on the basis of marks obtained in graduation for Postgraduate Admissions. Since, the academic year 2023-2024, the admission to the Postgraduate Programmes are undertaken solely on the basis of marks obtained in CUET (Common University Entrance Test) conducted by National Testing Agency (NTA). The details of the admissions since academic year 2021-22 is appended below:

Academic Year	Total Admission	Filled Seats (SC)	% of SC admitted on total admission	Filled Seats (ST)	% of ST admitted on total admission
2021-22	10944	1459	13.33	672	6.14
2022-23	11183	1464	13.09	669	5.98
2023-24	11196	1427	12.75	601	5.36
2024-25	11653	1715	14.72	667	5.72

- iii. **Ph.D. Programmes** – A relaxation of 5% marks or its equivalent grade is allowed for those candidates belonging to SC/ST.

Academic Year	Total Admission	Filled Seats (SC)	% of SC admitted on total admission	Filled Seats (ST)	% of ST admitted on total admission
2021-22	870	131	15.05	59	6.7
2022-23	995	157	15.77	66	6.6
2023-24	1674	256	15.3	107	6.4
2024-25 (Phase-I till 31.03.2025)	1389	211	15.2	95	6.8

- iv. Further, at the time of making the merit list, the following is ensured:

The merit list for the Unreserved (UR) category seats comprises of all the candidates in order of merit. No one is excluded from the same. In other words, the merit list for the Unreserved (UR) category also includes SC/ST/OBC/EWS candidates, irrespective of category, if they meet the criterion of merit for the UR category. No candidate is excluded from the UR category merit list just because the Candidate belongs to or has applied under SC/ST/OBC/EWS category.

28. Upon a specific query posed by the Committee, the Ministry in their written reply submitted that the dropout rates for various category (academic year 2023-2024) are as under:

Category	Dropout Rate
SC	597/4151=14.38%
ST	91/4151=2.2%
OBC	836/4151=20.14%
EWS	163/4151= 3.93%
UR	2460/4151=59.27%

29. Further, the Committee enquired about the reasons for the dropout and corrective steps taken/being taken by the University of Delhi. In response thereto, Ministry informed that all those students who were not able to complete their respective course/degree, a special centenary chance were granted to appear in the examination for the respective papers which could not be cleared by them and so were not awarded the degree/course completion certificate. This was an effective measure for providing an opportunity for completion of their respective courses by all dropped out students irrespective of the categories.

30. Irrespective of the above fact, in case, any student requests the University for grant of chance to qualify for award of Degree, the University is sympathetic towards all such request on case to case basis.

31. The Undergraduate Curriculum Framework 2022 (UGCF 2022) prepared in line with the National Education Policy 2020 (NEP 2020) provides for Multiple Exit from a programme of study being undertaken by a student. Further, it also provides for Multiple Entry at the even semesters in the same programme of study till the time the credits earned by the student remains valid in the Academic Bank of Credit (ABC) of the

student. The period of validity of credit is 07 years from the date of initial admission in the programme of study undertaken by a student. The university has implemented UGCF 2022 with effect from the academic session 2022-23. In view of the position explained above, the concept of dropout would not have any relevance in due course of time.

32. The Committee desired to be apprised of further concessions University of Delhi plans to offer ST students in order to admit requisite percentage of ST students. The Ministry in response informed that in order to increase the admission for Schedule Tribes students, the University of Delhi provides many concessions. Apart from the constitutional reservations, in the initial rounds of UG allotments, the University allocates extra SC/ST students over and above the allocated seats. The extra allocations are college-specific. Thus, in some colleges the extra allocations extend upto 20% while in some colleges it extends upto 100% increase over and above the sanctioned seats of SC/ST.

33. The Ministry, in a written note, informed about the concerted efforts University of Delhi plans to make on order to bring up the participation of SC/ST to the required level which are as under:

(i) The University is making extra awareness programme to promote the student for admission in University of Delhi through notices issued on University website and press conference.

(ii) Recently, on the initiative of the University “Janajati Immersive Holistic Intervention for Novel Development (JAIHIND)”, ST school students from remote area are brought to the University to give orientation to provide skill/training and promotion for admission in the University. Expenses on boarding/lodging and traveling of these ST students are borne by the University.

Relaxations/concessions

34. The following steps are taken to ensure reservation for SC/ST:

- The candidates from reserved category are given age relaxation wherever upper age limit is prescribed.
- Such candidates are also given relaxation in eligibility criteria, wherever minimum percentage is prescribed.

- Wherever there is a written examination for recruitment, the qualifying marks for reserved category candidates is less than that for the unreserved category candidates.
- Wherever a cut off is prescribed for shortlisting, a relaxed cut off is prescribed for candidates from the reserved categories.
- In order to ensure greater participation of applicants from reserved category an application fee is prescribed which is lower than that prescribed for the applicants belonging to the unreserved category.

35. The Ministry, in reply to a question about reservation in allotment of hostel in University of Delhi, informed the Committee that the Hostels of the University provide reservation to the SC/ST students in allotment of the Hostels as per Govt. of India Norms.

Staff strength

36. The information relating to staff strength of teaching staff in the grades of Professor, Associate Professor and Assistant Professor is furnished as under:

(I) Appointed (As on 31.03.2025 as per Roster)

Category of posts	Total no. of employees in position	Number of SC/ST		Percentage of total		Shortfalls	
		SCs	STs	SCs	STs	SCs	STs
1	2	3	4	5	6	7	8
Assistant Professor	685	103	49	15.03	7.15	-	2
Associate Professor	244	20	06	8.19	2.45	16	12
Professor	66	06	01	9.09	1.51	4	4
Total	995	129	56	12.96	5.62	20	18

(II) Existing Strength (As on 31.03.2025 after Promotion)

Category of posts	Total no. of employees in position	Number of SC/ST	
		SCs	STs
1	2	3	4
Assistant Professor	452	67	37
Associate Professor	143	25	07
Professor	316	30	09
Sr. Professor	66	01	-
Total	977	123	53

37. The Committee in a written questionnaire enquired about the reasons for the low representation at the level of Associate Professor and Professor. In reply thereto, the Ministry informed that the reservation at this level was implemented w.e.f. 28.09.2013 as per instructions from the UGC. Some appointments were made in 2014-15 and the process has been taken up in mission mode since 2022 after the resumption of normal functioning of the University in the post-COVID period. Initially, the focus was on filling posts at the Assistant Professor level, and presently, the focus is now on the recruitment of Associate Professor and Professor also.

38. It was further stated that from 2022-2025, 121 Associate Professors have been appointed out of which 17 are SC and 04 are ST (14.05% SC & 03.31% ST), and 28 Professors have been appointed out of which 05 are SC which is 17.86%. The above figures clearly indicate that the ratio of representation of reserved category employees is likely to improve with more appointments due to be made in the ensuing recruitment cycle. Further, with majority of appointments at the level of Assistant Professors being completed, there is likelihood of availability of more eligible candidates from the reserved categories for the posts of Associate Professor and Professor.

39. It was also stated that the University has made conscious efforts to fill every post advertised. However, after completion of recruitment cycle any post which remain unfilled were re-advertised to ensure its filling up in subsequent recruitment cycle. The resultant phenomenon arising out of the recruitment carried out by the University in recent time and the remedial measures taken by the university concurrently are

delineated below:

Level of Posts	Unfilled Vacancies		Initiatives taken by the University	Present Status of Recruitment
	SC	ST		
Professor	14	05	Re-advertised vide Advt. No. R&P/307/2024 (Assistant Professor), Advt. No. R&P/308/2024 (Associate Professor) & Advt. No. R&P/309/2024 (Professor) dated 03.10.2024.	The recruitment process is underway.
Associate Professor	27	16		
Assistant Professor	08	04		

Details of Non Teaching Staff

As on 31.03.2025

Category of Posts	Total no. of employees in position	Number of SCs/STs		Percentage of Total		Shortfalls*	
		SCs	STs	SCs	STs	SCs	STs
Group A	73	10	5	14	7	0	0
Group B	254	59	17	23	7	0	0
Group C	437	104	13	24	3	0	0

40. The Committee noted that there is visibly low representation of STs at Group A, B and C category of posts, the Ministry in their written reply responded that the visibly low representation of SCs & STs in Group A, B & C is due to compilation of figures from different reservation rosters maintained for various cadre of posts sanctioned as well as varied mode of recruitment such a Direct Promotion and Limited Departmental Examination in the University. Further, difference also occurs as there is fewer direct recruitment and the earlier recruited persons had been superannuated in recent years.

Promotions

41. The Ministry in their written submission furnished the total number of employees promoted (Teaching and non-Teaching staff) during the years 2022, 2023 & 2024 in various categories of posts as under:

Details of Teaching Staff Promoted

Category of Posts	Total no. of employees promoted (Faculty)	Number of SC/ST promoted		Number of SC/ST appointed on their own merit		Percentage of total		Shortfalls	
		SC	ST	SC	ST	SC	ST	SCs	STs
1	2	3	4	5	6	7	8	9	10
Senior Professor	90	03	-	-	-	-	-	-	-
Professor	59	10	04	-	-	-	-	-	-
Associate Professor	53	08	04	-	-	-	-	-	-
Assistant Professor	189	21	15	-	-	-	-	-	-

Details of Non- Teaching Staff Promoted

Year	Category of posts	Total no. of employees promoted	No. of SC / ST promoted		No. of SC/ST promoted on their own merit		Percentage of SCs/STs		No. of backlog vacancies / shortfall		Remarks
			SCs	STs	SCs	STs	SCs	STs	SCs	STs	
2022 to 2024	A	15	3	0	2	0	20	0	0	0	
	B	108	21	1	12	1	19	1	25	16*	
	C	78	11	8	10	8	14	10	42	23*	
	Total	201	35	9	24	9	17	4	67	39	

*Vacancies

42. It was also informed that in case of teaching staff, there is no shortfall in promotion of faculty members as promotion to the faculty member are personal to the

concerned faculty on fulfilling the eligibility criteria and it is not related to the availability of vacancy in the promotional post irrespective of the category. As per the UGC guidelines, faculty members submit their proposal for promotion in the prescribed form which is examined by the Screening Committee/ Selection Committee as the case may be. On the recommendation of the Committee, promotion is granted by the University, irrespective of their category.

43. Further, it was stated that in the case of non-teaching staff, there is no shortfall in promotion. All the SC/ST employees fulfilling the eligibility are promoted as per the respective points of the reservation rosters. The vacancies depicted in the table above is as per reservation roster due to non-availability of employee in the feeder cadre. The University is in the process to fill such positions by direct recruitment.

SC/ST Cell/Liaison Officers

44. When enquired about the main functions of the SC/ST Cell along with the composition and staff strength, the Ministry in its written reply stated that a SC/ST Cell was set up in the University of Delhi vide Executive Council Resolution No. 172 dated 15.07.1983.

There are three staff working at present in the SC/ST Cell of the University.

- (i) Liaison Officer (SC/ST)
- (ii) Senior Assistant
- (iii) Office Attendant.

45. The main function of SC/ST Cell is to redress the grievances for SC/ST faculty/non-teaching staff/students and to take remedial actions resolving the issues in a time bound manner. The details of complaints received during last 5 years are enclosed at **Annexure-I**.

Contractual Employees:

46. With regard to the total number of employees working on contractual basis in University of Delhi, the Ministry stated that no faculty member is working in the University on contract basis. However, there are 8 *ad hoc* faculty members in the University of Delhi. Details of *ad hoc* faculty members are as under:

Post	Total No. of <i>ad hoc</i> Teaching Faculty	Number of	
		SC	ST
Assistant Professor (<i>ad hoc</i>)	08	2	0

47. With respect to the issue of regularization of the *ad hoc* faculty, it was informed that presently there is no procedure/ rule for *suo-moto* regularization of the employee. However, the recruitment process has been carried out in the university and colleges in mission mode. In the recruitment process the eligible candidate who were working on *ad hoc* basis and those who put successfully compete with the other candidates have been appointed on regular basis. The policy for making permanent appointment on the post of Assistant Professor is the same for all the colleges of the University of Delhi.

52. The Committee were further informed that 713 persons are working on contractual basis in non-teaching category in the University of Delhi. Category-wise details are as under:

UR	SC	ST	OBC	EWS	PWD	Total
441	151	8	111	2	0	713

48. It was also informed that only since 2013, that the University was permitted to carry out regular recruitment after allocation of additional posts under OBC expansion scheme. The University has avoided making any fresh contractual appointments in the last decade. However, permanent appointment is made through due selection process. There is no provision of regularizing contractual employees without undergoing the due selection process successfully.

49. Again, the process for filling the vacancies on regular basis has been initiated by the University. A provision has been made in the recruitment process for giving additional credit in the recruitment tests through award of additional marks alongwith age relaxation to the contractual non-teaching employees participating in such recruitment process for regular appointment in the University of Delhi

50. Upon a pointed query regarding the concessions offered to contractual staff during the regular recruitment process and the time line for the completion of

recruitment process for non-teaching staff, the Ministry provided the details as below:

(a) The employees working on contract/ad hoc/ temporary basis in the University and its colleges shall be awarded additional one mark for each year of service subject to a maximum of 10 marks at the different stages of examination for direct recruitment. The marks are added to the scores of the employees working on contract/ ad hoc/ temporary basis in the University and its colleges for the purpose of drawing the final merit list.

b) This is in line with the decision of the Hon'ble Supreme Court (Civil Appeal No. 1007 with 1008 of 2021) in University of Delhi Vs Delhi University Contract Employees Union & Ors. dated 25.03.2021.

(2). Age Relaxation : The age relaxation in maximum age is also given to the contractual employees upto the period which they have rendered their services in University of Delhi / College.

(3).Time Frame for Recruitment process:

a) The University has advertised 137 vacant positions vide Advt. No. R&P/311/2024/ dated 12.12.2024 of Assistant Registrar, Senior Assistant and Assistant, and the recruitment process is underway. The Recruitment Rules for these posts provide for written test (2-stage) and Skill test/ Interview. The University is committed to complete the process in a time-bound manner

b) Further, the University will advertise 95 vacant positions of 11 different kind of posts shortly.

Appointment of Principals

51. The post of Principal is a single post cadre and as per government guidelines, reservation does not apply on this post. However, the University has recently appointed two candidates belonging to reserved category as Principal in University Colleges.

Foreign Training

52. The Committee desired to know about the teaching and non-teaching employees/staff were sent on foreign training and attended seminars/symposia/conferences etc during the years 2021, 2022, 2023 and 2024. In reply thereto, Ministry provided the details of the faculty members and non-teaching

staff who attended seminars/symposia/conferences/training programmes abroad which are as follows:

Years	Total number of participants	SC	ST
2021-2022	02	01	0
2022-2023	28	02	0
2023-2024	28	05	0
2024-2025	39	08	01

53 The Committee sought the reasons for low representation of STs in foreign training and what corrective measures are being taken in this regard. The Ministry in response, stated that University of Delhi invites nominations for Capacity Building Programs from officials of various Higher Education Institutions and also nominates internal officials. These programs aim to enhance skills and promote inclusivity by involving officials from diverse backgrounds, including SC/ST/OBCs. Conducting these programs requires meticulous planning, including contract agreements, nominations, visa processing, and logistical arrangements. Despite the complexities, the University strives to increase the frequency of such programs. Details of the training programs are as under:

Sr. No.	Name of the Training Program	Details of the Participants	
		Teaching	Non-Teaching
1	Five-day Co-creation Program on "leadership and Managerial Skills, Management and Business" from 02.11.2022 to 09.11.2022	-	02
2	Capacity Building Training Program in collaboration with London School of Economics, London, UK from 02.06.2024 to 08.06.2024	03	03
3	Capacity Building Training Program in collaboration with Liverpool University-2nd phase (09.11.2024 to 19.11.2024)	0	06
4	Capacity Building Training Program in collaboration with Liverpool University-3rd phase (03.04.2025 to 13.04.2025)	02	01
	Total	05	12

CHAPTER II

OBSERVATIONS/RECOMMENDATIONS

Reservation Rosters

The Committee are given to understand that upon the directions from the Ministry of Human Resource Development (MHRD), now Ministry of Education and the UGC vide OM No. 12-60/2013-UI dated 25.06.2013 and letter No. F.1-15/2008 (SCT) dated 09.05.2013, the reservation rosters were recast taking the University/College as a Unit, as per the guidelines laid down by the DoP&T w.e.f 04.09.2013. The Committee express strong displeasure that in the first place the University of Delhi did not recast the roster from the date the post based reservation roster for Scheduled Castes/Scheduled Tribes came into existence in University of Delhi. The Committee during the local study to University of Delhi gathered from the discussions held with Scheduled Castes/Scheduled Tribes teachers' body that the University of Delhi at the time of recasting roster which resulted in major shift in the earmarked reserved positions did not notify backlog vacancies and the same were branded as shortfall before recasting of rosters, thereby depriving the Scheduled Castes/Scheduled Tribes faculty members of their legitimate positions in the rosters. It was also informed that in some cases backlog vacancies were not carried forward but were dereserved and filled by unreserved candidates. The Committee are constrained to note that since the inception of the exercise of recasting rosters in University of Delhi, the same has been marred with various discrepancies and shortcomings due to its faulty implementation. The Committee further take a serious note that University of Delhi has been ignoring this anomaly blatantly and despite numerous attempts by the Scheduled Castes/Scheduled Tribes Teachers' body, it has not taken any corrective action in this regard.

2. The Scheduled Castes/Scheduled Tribes Teachers' body while deposing before the Committee during the local study visit had informed that while recasting the rosters, the departments were arranged in an alphabetical order

which has created a lacuna in the roster preparation as the density of reserved positions in the roster is not uniform. It was also informed that many departments had limited number of sanctioned posts and it became statistically difficult to apply mandated reservation percentage therein. Instead, the University should have recasted the roster college wise rather than department wise. Due to the wrongful modalities adopted by the University of Delhi in recasting roster, the Scheduled Castes/Scheduled Tribes faculty members are the ultimate sufferers. The Committee recommend that University of Delhi should ensure that reserved vacancies should be proportionally distributed between different departments which is essential for inclusive growth. The role of University of Delhi attains prime importance in this exercise and it should exercise immense caution and pragmatism while implementing the roster. It should have adopted a practical approach to tackle possible imbalances and not to apply the roster in a mechanical manner.

3. It is pertinent to note that the shift to University based reservation roster in University of Delhi was intended to improve social justice in faculty departments. However due to flaws in department wise roster system, lack of oversight and poor compliance with reservation rules on part of University of Delhi, it is suffering with irregularities and under representation of Scheduled Castes/Scheduled Tribes faculty despite being conceptually progressive. The Committee are aghast to note that in University of Delhi, shortfall of reserved posts is identified against specific posts in each departments and the same is filled by the candidates of respective categories as and when the post is vacated by its present occupant which is complete misinterpretation of how recasting of roster was initially envisioned. The Committee recommend that the vacancies earmarked for Scheduled Castes/Scheduled Tribes and currently occupied by unreserved category individuals upon superannuation should be adjusted in future reserved vacancies. It also recommend that the recasted rosters be made available online for information of all the stakeholders.

It is pertinent to mention that the Committee during its previous local visit to University of Delhi in 2015 had recommended 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 University of Delhi as per DoPT guidelines to streamline preparation of roster. But still the report of that Committee is awaited. The Committee recommend that the entire detailed report of the Kale Committee constituted by the University for this purpose may be furnished and action taken by University in response to each and every recommendation of Kale Committee may also be elucidated in detail.

4. The Committee have been given to understand that it is not possible to recast the roster from 02.07.1997 as per the demand of Scheduled Castes/Scheduled Tribes Teachers' body, since the Ministry and UGC order have been issued in 2013. However, in the interest of Scheduled Castes/Scheduled Tribes teachers working in the University who have been denied their legitimate right to promotion due to wrong representation in roster, the Committee recommend that a study be conducted regarding recasting rosters w.e.f 02.07.1997. It also recommend that shortfall and backlog as well as total number of reserved vacancies arrived at after such exercise be shared with the Committee.

5. Another point of concern shared by various faculty members during the local study of the Committee was the issue of seniority amongst the faculty members post recasting of the roster. It appears there is considerable incongruity w.r.t seniority in colleges and university, department-wise. The Ministry in their written reply on the issue have submitted a rather incoherent reply. The Committee, therefore, would like to be apprised in explicit terms the criteria for determining seniority amongst faculty members across the University. As per the written replies furnished by the Ministry, it can be seen that University has recently prepared norms for determining seniority. The Committee may also be apprised whether these norms have already been applied for preparing the

seniority list and whether any petitions/ representations have been received by colleges/University in this regard. The Committee would also like to know the details of the petitions/representations received along with the disposal status of the same by the University of Delhi

Special Recruitment Drive

6. The Committee note that on the issue of backlog vacancies, the University of Delhi have provided a trite response that there are no backlog vacancies existing. The Committee are not inclined to accept the stance of University of Delhi in the matter. The Committee desire that backlog vacancies be identified at the earliest and a special recruitment drive to fill them be carried out within 3 months of presentation of this Report. For the purpose of clarity, the Committee would like to be apprised of the number of backlog vacancies *vis-s-vis* the backlog vacancies notified, number of vacancies filled among these and the backlog carried over since the year of recasting of the rosters i.e., 2013, year-wise. The Committee may also be apprised of the backlog vacancies identified before recasting of roster, department wise for each college i.e., since July, 1997.

Representation of Scheduled Castes/Scheduled Tribes in teaching staff

7. The Committee observe that there are 8 *ad hoc* faculty members working in University of Delhi. The Ministry in their written replies have informed that presently there is no procedure/ rule for *suo-moto* regularization of the employee. The Committee would like to know about the number of years these *ad hoc* faculty members have been teaching in University of Delhi. The Committee recommend that despite there being no provision for regularization, University should consider their case positively keeping in mind the substantial period of service rendered by them. It is also recommended that all of these *ad hoc* faculty members including Scheduled Castes/Scheduled Tribes should be provided concessions/relaxations in the ongoing recruitment cycle.

8. The Committee note from the reply of the ministry that Assistant Professor even after rendering prescribed length of service for the regularization, their orders for confirmation have not been issued by respective colleges/University of Delhi. the Committee therefore strongly recommend that all pending cases of regularization of Assistant professor be resolved at the earliest without further delay. The Committee may be appraised of the progress made in this regard.

9. While interacting with the Scheduled Castes/Scheduled Tribes teachers welfare association of University of Delhi, another glaring issue that came to fore was declaration of Scheduled Castes/Scheduled Tribes teachers as '*None Found Suitable*' (NFS) for the posts earmarked for them. The Committee vehemently condemn the usage of the term 'NFS' to deny eligible Scheduled Castes/Scheduled Tribes teachers opportunities in appointments and promotions. The Committee opine that declaring Scheduled Castes/Scheduled Tribes candidates as NFS is not only inappropriate and but also hurts the sentiments of the deserving, eligible and well qualified SC/ST candidates. The Committee are of firm view that in the present era there is no dearth of eligible Scheduled Castes/Scheduled Tribes candidates holding impressive credentials in teaching fields. The Committee recommend that Scheduled Castes/Scheduled Tribes Candidates applying for teaching posts should solely be judged on their academic prowess and that strict norms should not cloud the better judgement of selection panel. The Committee urge that eligible Scheduled Castes/Scheduled Tribes candidates should be given ample opportunities which they truly deserve and adequately facilitate them to achieve their professional goals and for the purpose, if necessary Government must provide relaxations to achieve the goal of social justice and also parity in the society.

Representation of Scheduled Castes/Scheduled Tribes in non teaching staff

10. The Committee note with concern that there is inadequate representation of Scheduled Castes/Scheduled Tribes in Group A, B and C level in non-teaching posts. Further, there exists shortfall in promotion vacancies for these groups as

well. The reason put forth for such shortfall is non availability of candidates in the feeder cadre. It has also been informed that to overcome the same, recruitment process is going on. The Committee recommend that the recruitment process for filling up of these vacancies be completed within three months of presentation of this report. Further, the Committee recommend that the employees who have been working on contractual basis for more than 20 years in the non teaching posts should be regularized as they might face age bar and would not be able to appear for direct exam. The Committee urge that University of Delhi should make all out efforts and try to accommodate these contractual employees. The Committee believe that this will also work in favour of University since they will be able to retain experienced staff without facing any hiccups in their routine work.

Student admissions

11. The Committee note that the figures pertaining to the admission of SC/ST students at undergraduate, postgraduate and PhD level do not present a utopian scenario. The representation of SC students has been below the mandated percentage with the bare minimum being achieved only during last year. The figures relating to the admission of ST students on the other hand are rather dismal. The Ministry in their written reply have stated that necessary concessions/relaxations are being offered to SC/ST students to increase their participation in these courses. The Committee recommend that in order to fill the vacant seats of students of reserved category, the cut off marks should be reduced significantly till the prescribed vacant seats are filled up. This will prove beneficial for inducted students as they will not loose out on their studies. Further, the delay in bringing out the lower cut off list may force reserved category students to opt for other institutions and loose out on quality education which they could have received from a prestigious institute like University of Delhi. For this purpose a SC/ST Central admission Grievance Committee be set up by the University of Delhi at college and University level.

12. During interactions with the Scheduled Castes/Scheduled Tribes students of University of Delhi during the local study visit, many students expressed difficulties being faced by them as an outstation candidate due to not getting hostel accommodation. Despite the written submission of the Ministry that reservation policy is being followed in hostel accommodation, the ground reality appears to be in stark contrast. It appears that the reservation policy is not being implemented in letter and spirit in all the hostels of University of Delhi. The Committee may be apprised of the total number of applications received from Scheduled Castes/Scheduled Tribes students seeking hostel accommodation and how many among them have been provided accommodation during the last 5 years. The Committee would also like to be apprised of the total number of hostels in University and whether instances of caste based discrimination has been reported in any of them during the last 5 years. The Committee also recommend that the University of Delhi should submit proposal for construction of hostels for Scheduled Castes/Scheduled Tribes students to Ministry of Tribal Affairs and Ministry of Social Justice and Empowerment in case all the Scheduled Castes/Scheduled Tribes students are not able to get accommodation among the unreserved pool of students. Possibility may also be explored to fill vacant seats by interchanging hostels where there is shortage of hostel seats for SC/ST students.

13. Some of the Scheduled Castes/Scheduled Tribes students while interacting with the Committee during the local study visit also complained that some of the courses offered by University of Delhi attract very high fees and therefore students belonging to the marginalized section cannot dream to afford it. The Committee in the view of Article 46 of the Constitution of India strongly recommend to promote the special care of the education and economic interest of the weaker section and participation of SCs and STs to protect them from social injustice. The Committee therefore strongly recommend that none of the SCs and STs particularly talented and bright students should be deprived from admissions due to financial constraints or high fees. For the purpose, if

necessary all tuition fee and other charges be waived of by the Government to promote weaker sections of the society.

SC/ST Cell

14. The Committee note with concern that University of Delhi inspite of having 68 colleges under its jurisdiction, only has a single SC/ST cell with meagre staff to address the grievances of SC/ST employees of the University. The Committee recommend that SC/ST Cell must be set up in every college. Considering the handful complaints received during the last 5 years, it is apparent that the aggrieved SC/ST individuals often hesitate to report discrimination related issues to the main SC/ST cell. The provision of SC/ST cell in every college will provide an easy access to the petitioner to raise their grievances. The Committee also recommend that the SC/ST Cell of a particular college be presided by the Liaison Officer from another college. This move will not only render an impartial outlook in the handling of issues/grievances but will also enable the Liaison Officer to discharge his/her duties without the influence of the management of that particular college. During its interaction with the teaching staff of University of Delhi, the Committee were given to understand that the Liaison officers are not appointed for a fixed tenure. The Committee recommend that University should frame a uniform policy in this regard and apprise the Committee about the same.

Reservation in the post of principal

15. It may be recalled that the Committee in its fifth report (16th Lok Sabha) had recommended for clubbing of all sanctioned principal posts across the colleges of University of Delhi. The Ministry however has maintained the stance that the post of principal is a single cadre post and is thus outside the purview of reservation. The rationale of the Committee to extend reservation to the post of principal was that a Scheduled Castes/Scheduled Tribes Principal is bound to play a crucial role in ensuring effective implementation of reservation policy. It would also promote an inclusive environment and keep caste based discrimination in check. By having a principal from their own community,

Scheduled Castes/Scheduled Tribes students and faculty would not only receive guidance and support but will feel more represented and will be able to foster a greater sense of belonging within the college. The Committee would like to stress that the post of principal despite being a single cadre post, when part of a recurring and similar cadre across University of Delhi should not be excluded from reservation. It therefore, reiterates its earlier recommendation to pool the posts of principals of all colleges under the jurisdiction of University of Delhi and apply the component of reservation to it. The Committee are of view that 15% and 7.5% post of principal be reserved for SCs and STs respectively on rotational basis as there are sufficient and well deserving SC/ST faculty members eligible and waiting for their appointment as principal in the college of University of Delhi.

Foreign training

16. The Committee learn that handful Scheduled Castes and Scheduled Tribes employees were sent for foreign training. The Committee are of considered view that such trainings not only aim at improving job performances of the employees but also enhance their organizational effectiveness. The nomination of Scheduled Castes/Scheduled Tribes employees would undoubtedly boost their confidence and upgrade their learning arc. The Committee, therefore recommend that constant and efficacious efforts to nominate and send employees of marginalized sections to foreign training be made to raise their morale and keep them motivated.

New Delhi;
7 August, 2025
16 Sravana, 1947(Saka)

Dr. Faggan Singh Kulaste
Chairperson
Committee on the Welfare of
Scheduled Castes and
Scheduled Tribes.

APPENDIX I

COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES (2025-2026)

(EIGHTEENTH LOK SABHA)

SEVENTH SITTING (06.08.2025)

MINUTES

The Committee sat on 06.08.2025 from 1030 hrs. to 1130 hrs. in Chairperson Chamber, Room No. 137, Third floor, Samvidhan Sadan, New Delhi-110001

PRESENT

Dr. Faggan Singh Kulaste - Chairperson

MEMBERS

LOK SABHA

2. Shri A. Raja
3. Smt. Pratima Mondal
4. Shri Vishnu Dayal Ram
5. Shri Ananta Nayak
6. Dr. Alok Kumar Suman
7. Shri Harish Chandra Meena
8. Shri Govind Makthappa Karjol
9. Shri Daggumalla Prasada Rao
10. Adv. Chandra Shekhar

RAJYA SABHA

12. Smt. Sumitra Balmik
13. Shri Rwngrwa Narzary
14. Smt. Phulo Devi Netam
15. Dr. Kanimozhi NVN Somu
15. Shri Balyogi Umeshnath

SECRETARIAT

- 1 Shri D.R. Shekhar, Additional Secretary
- 2 Shri Rakesh Bhardwaj, Director
- 3 Shri. Mohan Arumala, Deputy Secretary
- 4 Shri N Touthang, Deputy Secretary

At the outset, the Chairperson welcomed the Members of the Committee. The Committee then considered the following draft report(s):

- i. "Reservation for Scheduled Castes and Scheduled Tribes in the services and in the allotment of commercial and residential accommodation of Delhi Development Authority (DDA)."
- ii. "Role of autonomous bodies/educational Institutions like Central Universities, Engineering Colleges, IIMs, IITs, Medical Institutes in socio-economic development and implementation of reservation policy for Scheduled Castes and Scheduled Tribes with specific reference to University of Delhi."

2. After due consideration, the Committee adopted the aforementioned Reports. The Committee also authorized the Chairperson to present the Reports to both the Houses of Parliament during the ongoing Session.

The sitting of the Committee then adjourned.

Details & Status of the Grievances of ST/ST categories 2021-2022

Sr. No.	Complaint Number	Received Date	Ref. Letter No. & Date	Name of the Complainant	Complaint received from Dept./College	Nature of Grievance/complaints	Category	Remark
1	112	07.01.2021	Nil Dated:24.11..2020	Ms. Babita Rani	Satyawati College	Application for re appoint as Lib. Attendant on Contract Basis after taking her written consent till the regular appointment on the vacant post of Lib. Attendant	SC	Matter Resolved
2	116	11.01.2021	Nil Dated:08.01.2021	Dr. Ravindra Kumar Member AC	Shyam Lal College	Regarding Violation of DU/UGC rule in the Promotion of SC candidate during the screening process for promotion in Economics Department of Shyamial College	SC/ST	Matter Resolved
3	122	8.02.2021	Nil Dated:08.01.2021	Sh. Ravinder Shah	Lady Irwin College	Regarding wrong roster of Laboratory Assistant on the college Website	SC/ST	Matter Resolved
4	133	22.02.2021	Nil Dated:22.02.2021	Sh. Subhash Assistant	Swami Shardhanand College	Regarding Discrepancy in the non-teaching roster		Matter Resolved
5	145	15.03.2021	Nil Dated:08.03.2021	Ms. Kiran Sharma	Joint Registrar (N/T)	Representation against changing the category of post of Physiotherapist from ST to OBC	ST	Matter Resolved
6	151	24.03.2021	Nil Dated:23.03.2021	Ms. Usha Kumari Nussing Sister	V.P. Chest Institute	Reg. Irregularities in the Roster of VPCI and Violation of the rules and regulation of GOI/DU in Direct Recruitment of Nursing Superintendent	SC	Matter Resolved
7	155	26.03.2021	Nil Dated:26.03.2021	Sh. Suresh Chandra Gen. Secretary	Kirorimal College	Request to fill up the post of Semi Professional Assistant (Library) from SC Category	SC	Matter Resolved
8	157	07.04.2021	Nil Dated:12.03.2021	Sh. Surender Kumar Assistant	Institute of Home Economies	Reg. Request for promotion to the post of Senior Assistant as per SC/ST promotion Quota		Matter Resolved
9	177	22.06.2021	Nil Dated:17.06.2021	Mrs. Parvati Lab. Attendant	V.P. Chest Institute	Reg. Harassment/Discrimination by Director VPCI namely Prof. Raj Kumar and Joint Registrar (After Retirement) Namely Mr. P.R. Santnam & Mr. R.C. Narang Consultant (After Retirement) to SC category women employee Mrs. Parvati (Lab. Attendant Sleep Division in Quarter Allotment	SC	Matter Resolved

10	188	16.07.2021	Nil Dated:15.07.2021	Sh. Sachin Kumar Lab. Attendant	Shivaji College	Reg. Application for Promotion from Lab. Attendant to Lab Assistant in Physics Department	SC/ST	Matter Resolved
11	206 (1)	18.08.2021	DU/SC/ST/EWA/476/21 Dated:18.08.2021	Sh. Rajbir President	Shivaji College	Regarding Promotion from Library Attendant to Libaray Assistant in respect of Sh. Bijender Kumar Lib. Attendant	SC/ST	Matter Resolved
12	2	23.08.2021	Nil Dated: 23.08.2021	Sh. Bijender Kumar Lib. Attendant	Shivaji College	Reg. By making wrong roster to promote Genral candidate in place of SC Candidate as per 7point according ot 13point roster	SC/ST	Matter Resolved
13	3	24.08.2021	Nil Dated: 24.08.2021	Sh. Vinod Kumar Junior Assistant	Swami Shardhanand College	Reg. Irregularities in the Roster by violating the recruitment rule 2021 and not fillup the pst of Assistant according to the roster	SC	Matter Resolved
14	5	27.08.2021	DU/SC/ST/EWA/479/ Dated: 23.08.2021	Sh. Rajbir President	University College of Medical Science	Seeking fact and on the matter of Ghanshyam Meena STA, UCMS	SC	Matter Resolved
15	11	5.10.2021	Nil Dated: 22.01.2020	Sh. Sachin Kumar Lab. Attendant	Aditi Mahavidyalaya	Reg. A letter regarding Promotion under backlog in the dept of Chemistry	SC/ST	Matter Resolved
16	12	5.10.2021	Nil Dated: 04.10.2021	Sh. Ravinder Shah & Vinod Kumar & Nishant Singh	Lady Irwin College	Reg. Jointly representation regarding rectification in the laboratory assistant roster	ST	Matter Resolved
17	17	02.11.2021	DU/SC/ST/EWA/495/ Dated: 01.011.2021	Sh. Rajbir President	Arbindo College	Reg. Representation of Mr. Tarun Kumar for promotion to the post of Senior Assistant	SC/ST	Matter Resolved
18	20	23.11.2021	DU/SC/ST/EWA/499/21 Dated: 17.11.2021	Sh. Rajbir President	Arbindo College	Reg. Reminder-I- Representation of Mr. Tarun Kumar for promotion to the post of Senior Assistant	SC	Matter Resolved
19	23	23.11.2021	SPCL/SC/ST/2021/62/ 116 dt. 23.11.2021	J.R.(Special Cell)	Admission Committee	Reg. rejection of Admission form by the dept of Geography due to confusion regarding credits in respect of Ms. Alkeshwarin Negi	ST	Matter Resolved
20	24	22.11.2021	Nil Dated:22.11.2021	Dr. S. K. Sagar Chairperson SDTF	Shyama Prasad Mukharji College	Reg. Converting SC/ST ad- hoc reserved post to unreserved post in the dept. of Hindi in Shyama Prasad Mukharji College	SC/ST	Matter Resolved

21	25	28.11.2021	Nil Dated:27.11.2021	Sh. Antaryami Naik, Associate Profession	Satyawati College	Reg. requesting to direct the actioning principal for adhearing to the status of delhi university that mandates to whole seniority panel of SC/ST/OBC teachers for nominate as Sc/ST/OBC on the basis of seniorty for two years	ST	Matter Resolved
22	27	1.12.2021	SPCL/SC/ST/2021/63/ 119 dt. 1.12.2021	J.R.(Special Cell)	Admission Committee	Grievance regarding admission in the undergraduate course under the SC Category in R/o Mr. Utkarsh Kumar (Student)	SC	Matter Resolved
23	30	27.12.2021	Nil Dated:22.12.2021	Laboratory Attendant	Lady Irwin College	Regarding rectification in the Laboratory Assistant Roster	SC	Matter Resolved

Details & Status of the Grievances of ST/ST categories 2022-2023

Sr. No.	Complaint Number	Received Date	Ref. Letter No. & Date	Name of the Complainant	Complaint received from Dept./College	Natue of Grievance/complaints	Category	Remark
1	31	04.01.2022	SPCL/SC/ST/2021/01/ 127dt. 03.01.2022	Mr. Deepak Roy P.hd Research Scholar Through J.R. (Special Cell)	Research Scholar P.hd Email. deepakroy8march@g mail.com	Request letter to provide not getting Non-net Fellowship Session 2019-2020	SC	Matter Resolved
2	34	24.01.2022	Nil Dated:24.01.2022	Dr. S. K. Sagar Chairperson SDTF	Laxmibai College	Reg. Converting SC/ST ad- hoc reserved post to unreserved post in Laxmibai College	SC/ST	Matter Resolved
3	41	24.03.2022 & 10.05.2022	Ref. No. 118/2022 Dated:31.01.2022 & Ref. No. 119/2022 Dated: 09.05.2022 Through: SPCL	Sh. Suresh Chandra Gen. Secretary Dr. Ambedkar Employee Welfare Association	Joint Registrar (Estab.N/T)	Request for promotion of Sh. Rohitash As Jr. Assistant cum Typist	SC/ST	Matter Resolved
4	42	18.04.2022	Nil Dated:7.04.2022	Sh. Manohar Singh President	Aditi Mahavidyalaya	Reg. Irregularities in the Roster of Non-teaching and not given promotion of Ms. Pawan Devi	SC	Matter Resolved
5	43	20.04.2022	SPCL/SC/ST/06/2022/ 143 dt. 20.04.2022	J.R.(Special Cell)	J.R. (Special Cell)	Regarding asking for the action taken report of three grievances 1.Ms. Alkeshwari Negi(ST) 2. Mr. Utkarsh Kumar (SC) 3. Ms. Deepak Roy (SC)	SC/ST	Matter Resolved
6	47	10.05.2022	Through: SPCL/SC/ST/2022/63/ 146 dt. 10.05.2022	Sh. Iqbal Singh Lab. Attendant & Om Prakash Jha Lab. Attendant	Dayal Singh College	Gross Anomaly in the current Non-teaching roster for promotion in Dayal Singh College		Matter Resolved

7	48	11.05.2022	Through: SPCL/SC/ST/2022/63/ 148 dt. 11.05.2022	Sh. Amar Singh Secretary	Aditi Mahavidyalaya	Reg. Irregularities in the Roster of Non-teaching	ST	Matter Resolved
8	53	24.05.2022	DU/SC/ST/EWA/559/22 Dated: 23.05.2022 Through: SPCL/SC/ST/2022/63/ 150 dt. 24.05.2022	Sh. Rajbir President	C.V.S.	Reg. Complaint against harassment, torture and humiliation committed by AO(A/Cs) Mr. Puneet Kumar and AO(Admin) Mr. Manoj Kumar Sharma with SC employee Mr. Madan Lal	SC	Matter Resolved
9	56	08.06.2022	DU/SC/ST/EWA/564/22 Dated: 03.06.2022 Through: SPCL/SC/ST/2022/63/ 153 dt. 07.06.2022	Sh. Rajbir President	Kamla Nehru College	Complaint regarding Kamla Nehru College for non implemented the Govt India's Reservation Policies and not filling up the SC back log in the cadre of Section Officer	SC	Matter Resolved
10	60	14.06.2022	DU/SC/ST/EWA/569/22 Dated: 04.06.2022 Through: SPCL/SC/ST/2022/63/ 156 dt. 14.06.2022	Sh. Rajbir President	Mata Sundari College	A Request letter regarding appointment on compassionate ground in R/o Mrs. Kajal w/o Late Sh. Dahabri		Matter Resolved
12	61	14.06.2022	DU/SC/ST/EWA/568/22 Dated: 14.06.2022 Through: SPCL/SC/ST/2022/63/ 155 dt. 14.06.2022	Sh. Rajbir President	Hindu College	Representation from Sh. Vikram Jr. Assistant of Hindu College regarding promotion through LDE to the post of Assistant	SC	Matter Resolved
13	62	16.06.2022	DU/SC/ST/EWA/565/22 Dated: 03.06.2022 Through: SPCL/SC/ST/2022/63/ 154 dt. 14.06.2022	Sh. Rajbir President	Ramjus College	Regarding appointment on compassionate ground in R/O Mr. Narender Kumar S/o Late Sh. Pyare Lal EX- GO and Ms. Rekha w/o Late Sh. Ramesh EX-Security Guard in Ramjus College	SC	Matter Resolved
14	64	17.06.2022	DU/SC/ST/EWA/567/22 Dated: 07.06.2022 Through: SPCL/SC/ST/2022/63/ 157 dt. 17.06.2022	Ms. Indu (MTS)	Dr. Bhim Rao Ambedkar College	Complaint against discrimination and wrongful treatment (Sexually Harassment) against SC category women employee by Dr. R. N. Dubey Principal Officiating	SC	Matter Resolved
15	67	22.06.2022	R-1753 Dated: 16.06.2022 Through: SPCL/SC/ST/2022/66/ 166 dt. 21.07.2022	Dr. Ragunath Prasad Saket Assistant Professor dept of Economics	Satyawati College	Regarding appointment on compassionate ground in R/O Mr. Narender Kumar S/o Late Sh. Pyare Lal EX- GO and Ms. Rekha w/o Late Sh. Ramesh EX-Security Guard in Ramjus College	SC	Matter Resolved
16	69	18.07.2022	DU/SC/ST/EWA/573/22 Dated: 23.06.2022 Through: SPCL/SC/ST/2022/63/ 162 dt. 15.07.2022	Sh. Rajbir President	Motilal Nehru College	Rag. Request letter for appointment on compassionate ground in R/o Sh. Umesh S/o Late sh. Sant Ram		Matter Resolved
17	70	18.07.2022	DU/SC/ST/EWA/577/22 Dated: 12.07.2022 Through: SPCL/SC/ST/2022/63/ 163 dt. 15.07.2022	Sh. Rajbir President	Kalindi College	Representation of Mr. Sanjay Kumar, Sr. Assistant for Promotion to the post of SO		Matter Resolved

18	72	21.07.2022	SPCL/SC/ST/2022/63/163 dt. 15.07.2022	Mr. P. R. Meena	Dept of Anthropology	Regarding Promotion from Lab Assistant to Technical Assistant		Matter Resolved
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Details & Status of the Grievances of ST/ST categories 2023-2024								
Sr. No.	Complaint Number	Received Date	Ref. Letter No. & Date	Name of the Complainant	Complaint received from	Nature of Grievance/complaints	Category	Remark
1			02.09.2023	Mr. Vinod Kumar Ramavath	DU	Query for ITR	ST	Matter Resolved

Details & Status of the Grievances of ST/ST categories 2024-2025								
Sr. No.	Complaint Number	Received Date	Ref. Letter No. & Date	Name of the Complainant	Complaint received from Dept./College	Nature of Grievance/complaints	Category	Remark
1	F. No. Review/31/DU/2023	04.01.24			R.S. Mishra Research Officer National Commission for SC, ST	Review of constitutional safeguard for scheduled Tribe of DU meeting on 05.02.2024	ST	Matter Resolved
2	DUCAEWAS OBC/174/2023	04.01.2024			Sudesh Kumar, General Secretary	Reg. promotion of Sh. Rohatash as Junior Asstt. Cum Typist	SC	Matter Resolved
3	Email	04.01.2024			Planning Unit	Information on SC Ph.D. Students enrolled without UGC/NET/JOINT CSIR UGC Net qualification	SC	Matter Resolved
4	KC/1567	15.01.24			Kalindi College	Observation comments from the College regarding fake scheduled caste certificate of Dr. Pragati Malik , Asstt. Prof.(Adhoc), Deptt. of Chemistry, Acharya Narendr Dev College	SC	Matter Resolved
5	407	15.01.24			Delhi School of Social work Hostel	Discrepancies in Delhi School of Social Work regarding hostel allotment	ST	Matter Resolved
6	Email	18.01.24			Jayestha Aasti Lakra D/o Aruna L. Kerketta	Regarding hostel facility for B.A. LLB(Hons. Students and session 2023-24 enrolled in Delhi University in Kanad Bhawan in R/o Aruna L. Kerketta	ST	Matter Resolved
7		28.01.24		Prof. S.K. Sagar, Chairperson	Social Democratic Teachers Front(SDTF) Officer C-75/1 DDA Colony, Delhi-32	Regarding Non-Found Suitable for the post of Assistant Professor earmarked for Scheduled Caste in Deptt. of Philosophy in Dayal Singh College, DU	SC	Matter Resolved

8	email	17.05.24			HR Meena, Research Officer National Commission for Scheduled Tribe	Regarding representation dt. 07.05.24 of Dr. Santosh Kumar regarding violation of reservation norms shortlisting of Maharishi Kanad Postdoctoral Fellowship, 2024, University of Delhi	ST	Matter Resolved
9			28-08-2024	स्वर्गीय श्री सुरेश की पत्नी राज		स्वर्गीय श्री सुरेश दिल्ली विश्वविद्यालय में स्थायी सुरक्षा गार्ड के पद पर थे जो आकस्मिक निधन के कारण MTS पद के लिए बड़े बेटे साहिल को रोजगार हेतु अभ्यावेदन	SC	Matter Resolved
10			8/28/2024	श्री प्रेम चंद, प्रयोगशाला सहायक, यूनिवर्सिटी कॉलेज ऑफ मेडिकल साइंसेज (डीयू)	यूनिवर्सिटी कॉलेज ऑफ मेडिकल साइंसेज (डीयू),	श्री प्रेम चंद, प्रयोगशाला सहायक की पदोन्नति समय पर न मिलने के सन्दर्भ में	SC	Matter Resolved
11			04-09-2024 & 09.04.2025	Sh. Prem Singh, AE(C),	Office of the Chief Engineer, University of Delhi	regarding reconsideration of the application for Ad-hoc/Temporary Promotion for the post of E.E. (C)	SC	Matter Resolved
12			17/09/2024	Representation of Ms. Anshika		Reg. rejection of application due to non-fulfillment of subject mapping criteria in Ramjas College	SC	Matter Resolved
13			9/16/2024	Representation of Gulshan Kumar, Asstt. SOL	SOL	Consideration of case of Sh. Gulshan Kumar and counting of post service rendered as Junior Asstt. W.e.f. 19.5.1998 in SOL.	SC	Matter Resolved
14	Email	10.12.2024		Manish Raj, Senior Investigator, National Commission for Scheduled Tribe-HQ		Follow-up Meeting on 'Yuva Samvad Program' for ST Students to be held on December 12, 2024 at 11:30 A.M. in the Conference Hall of NCST on the 6th floor of Lok Nayak Bhawan, Khan Market.	ST	Matter Resolved
15	Email	12/4/2024		Purna, (M) C/o Vikas Pawar (8800867479		Reg. attendance requirement verified by SPM College for Scholarship MBA for Session 2023-24	SC	Matter Resolved
16	email	8.12.2024		Jay Kumar, Mehar, Student, Rajdhani College		Reg. while selecting the course , no option was shown in the dropdown list due to which the application could not be completed and assistance required for scholarship application issue.	SC	Matter Resolved
17	Representation	13.12.2024		Bal Kishan, Library Assistant, Ramjas College		Reg. representation of Sh. Bal Kishan, Lib. Assistant in Ramjas College regarding service harassment & grievance against the department.	SC	Matter Resolved
18	Anonmimous representation	Nil		Anonmimous representation		illegal use of SC/ST certificate for admission at Delhi University and fraudulent issuance of certificates by	SC/ST	Matter Resolved

Details & Status of the Grievances of ST/ST categories 01.01.2025 to 30.04.2025								
Sr. No.	Complaint Number	Received Date	Ref. Letter No. & Date	Name of the Complainant	Complaint received from Dept./College	Nature of Grievance/complaints	Category	Remark
1		पत्र दिनांक 03.02.2025	हर्षिता			पी० एच्० डी० में प्रवेश हेतु कुलपति को प्रार्थना पत्र	SC	Matter Resolved
2		पत्र दिनांक 03.02.2025	रवि कुमार, कार्यालय परिचर, दिल्ली विश्व विद्यालय			अनजान व्यक्ति द्वारा रवि कुमार, कार्यालय परिचर के खिलाफ अपने सरकारी आवास डी-5 के बहार नशे आदि कराने की झूठी शिकायत हेतु पत्र I	SC	Matter Resolved
		Email dt 04.04.2025	ESDW/BP/UT/2024/24 4401 dt 03.04.2025	Dhani Ram S/o Munna Lal	NCSC	Application letter regarding non-refund of fees from DU in r/o Dhani Ram S/o Munna Lal	SC	Matter Resolved
3		09.04.2025	Representation dt 09.04.2025	Sh. Prem Singh, Assistant Engineer(Civil), DU		Regarding request for Ad-hoc/Temporary promotion/current duty charge for the post of Executive Engineer(Civil)	SC	Matter Resolved
4		23.04.2023		Shiv Narain, Assistant, Keshav Mahavidyalaya	Keshav Mahavidyalaya	Inclusion of the post of Senior Assistant from 2010 approved by the Governing Body of College in this regard.	SC	Matter Resolved
5	R1136 dt. 22.4.2025	22.4.2025	Anju Bhardwan, Asstt. Section Officer	Anju Bhardwan, Asstt. Section Officer	Central University Bureau Ministry of Education	Two representation in respect of SC/ST employee in Delhi University(i) To Reopen of the Office of SC/ST Association (ii) Dismissal from Service dated 19.10.2024	SC	Matter Resolved
6		25.04.2025	Representation dated 25.04.2025	पुस्तकालय परिचर, बालकिशन	रामजस कॉलेज	दिल्ली विश्वविद्यालय के लाइजन अधिकारी द्वारा लिखित परीक्षा (पुस्तकालय सहायक) को स्थगित करने के संबंध में बनाई गई समिति की जांच रिपोर्ट और लिए गए निर्णय की जानकारी प्रदान करने के संबंध में।	SC	Matter Resolved

ANNEXURE-I

UNIVERSITY OF DELHI

Details of Grievances received in the SC/ST Cell during the last 5 Years

Sr. No.	Academic Year	No. of Grievances/ Complains	No. of Pendings	No. of Resolved/ Done
1	2021-2022	23	0	23
2	2022-2023	18	0	18
3	2023-2024	1	0	1
4	2024-2025	19	0	19
5	15.05.2025	6	0	6
	Total	67	0	67