



**COMMITTEE ON WELFARE OF OTHER
BACKWARD CLASSES (2019-20)**

(SEVENTEENTH LOK SABHA)

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

**'Measures undertaken to secure representation of OBCs in
admissions in Ph.D and appointment of teachers in Delhi
University'**

SIXTH REPORT



सत्यमेव जयते

**LOK SABHA SECRETARIAT
NEW DELHI**

July, 2020/ Ashadha 1942 (Saka)

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**'Measures undertaken to secure representation of OBCs in
admissions in Ph.D and appointment of teachers in Delhi
University'**

Presented to Hon'ble Speaker on 25th July, 2020



सत्यमेव जयते

LOK SABHA SECRETARIAT
NEW DELHI

July, 2020/ Ashadha 1942 (Saka)

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CONTENTS

PAGE

COMPOSITION OF THE COMMITTEE (2019-20).....(i)

INTRODUCTION(iii)

PART-I Narration Analysis

CHAPTER I Introductory.....1

CHAPTER II Representation of OBCs in teaching posts in Delhi University7

CHAPTER III Representation of OBCs in admissions to the Ph.d programme in Delhi University14

PART-II

Observations/Recommendations.....18

APPENDICES

- I. Minutes of the Sitting of the Committee held on 19.03.2020.....60
- II. Minutes of the Sitting of the Committee held on 14.07.2020.....63

COMPOSITION OF THE COMMITTEE ON WELFARE OF OBCs (2019-20)

SHRI GANESH SINGH- CHAIRPERSON

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LOK SABHA

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25. Smt. Chhaya Verma
26. Shri Harnath Singh Yadav
27. Vacant*
28. Vacant*
29. Vacant*
30. Vacant#

* Vacancy arose *vide* expiry of the term of Smt. Vijila Sathyananth on 02.04.2020 and that of Shri Ram Narain Dudi and Shri Ram Nath Thakur on 09.04.2020.

#Vacancy arose *vide* expiry of the term of Shri B.K. Hariparasd on 25.06.2020.

SECRETARIAT

- | | | | |
|----|---------------------|---|---------------------|
| 1. | Smt Anita B. Panda | - | Joint Secretary |
| 2. | Shri Kusal Sarkar | - | Director |
| 3. | Shri Md. Aftab Alam | - | Additional Director |
| 4. | Shri Janmesh Singh | - | Deputy Secretary |

INTRODUCTION

I, the Chairperson, Committee on Welfare of Other Backward Classes (2019-20) having been authorised by the Committee to present the Report on their behalf, present this Sixth Report on 'Measures undertaken to secure representation of OBCs in admissions in Ph.D and appointment of teachers in Delhi University' pertaining to the Ministry of Human Resource Development (Department of Higher Education).

2. The Committee had taken evidence of the representatives of the Ministry of Human Resource Development, University Grants Commission and University of Delhi on 19.03.2020 in connection with examination of the subject. The Committee wish to express their gratitude to the representatives of the Ministry of Human Resource Development, University Grants Commission and University of Delhi for appearing before the Committee for evidence and furnishing the information desired by the Committee in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee at their sitting held on 14.07.2020.

4. The Committee would like to place on record their appreciation for the valuable assistance rendered to them by the officials of the Lok Sabha Secretariat attached to the Committee.

5. For facility of reference and convenience, the observations and recommendations of the Committee have been printed in bold letters in Part-II of the Report.

**NEW DELHI;
14th July, 2020
23 Ashadha, 1942(Saka)**

**GANESH SINGH,
Chairperson,
Committee on Welfare of Other Backward Classes**

PART I
BACKGROUND ANALYSIS

CHAPTER I
INTRODUCTORY

Constitutional provisions for Other Backward Classes (OBCs)

Clauses (4) and (5) of Article 15 of Constitution of India [Prohibition of discrimination on grounds of religion, race, caste, sex or place of birth”] are as follows:

- (4) Nothing in this Article or in clause (2) of Article 29 shall prevent the State from making any special provision for the advancement of any socially and educationally backward classes of citizens or for the Scheduled Castes and the Scheduled Tribes.
- (5) Nothing in this Article or in sub-clause (g) of clause (1) of Article 19 shall prevent the State from making any special provision, by law, for the advancement of any socially and educationally backward classes of citizens or for the Scheduled Castes or the Scheduled Tribes in so far as such special provisions relate to their admission to educational institutions including private educational institutions, whether aided or unaided by the State, other than the minority educational institutions referred to in clause (1) of Article 30.

1.2 With the amendment of Article 15 of the Constitution in January, 2006 and enactment of the Central Educational Institutions (Reservation in Admissions) Act in January, 2006, the OBCs have become entitled to reservation in admission to educational institutions including private educational institutions, whether aided or unaided by the State, other than the minority educational institutions.

1.3 Clause (4) of Article 16 [“Equality of opportunity in matters of public employment”] and amendments thereto are as follows:

- (4) Nothing in this article shall prevent the State from making any provision for the reservation of appointments or posts in favour of any backward class of

citizens which, in the opinion of the State, is not adequately represented in the services under the State.

- (4A) Nothing in this article shall prevent the State from making any provision for reservation in matters of promotion, with consequential seniority, to any class or classes of posts in the services under the State in favour of the Scheduled Castes and the Scheduled Tribes which, in the opinion of the State, are not adequately represented in the services under the State. (Inserted by the Constitution (Seventy-seventh Amendment) Act, 1995)
- (4B) Nothing in this article shall prevent the State from considering any unfilled vacancies of a year which are reserved for being filled up in that year in accordance with any provision for reservation made under clause (4) or clause (4A) as a separate class of vacancies to be filled up in any succeeding year or years and such class of vacancies shall not be considered together with the vacancies of the year in which they are being filled up for determining the ceiling of fifty per cent reservation on total number of vacancies of that year.

1.4 Clause (1) of Article 38 of the Constitution makes a provision that “the State shall strive to promote the welfare of the people by securing and protecting as effectively as it may a social order in which justice, social, economic and political, shall inform all the institutions of the national life”. Article 46 enjoins that “the States shall promote with special care the educational and economic interests of the weaker sections of the people, and, in particular, of the Scheduled Castes and the Scheduled Tribes, and shall protect them from social injustice and all forms of exploitation”.

1.5 Article 340 of the Constitution provides:-

(1) The President may by order appoint a Commission consisting of such persons as he thinks fit to investigate the conditions of socially and educationally backward classes within the territory of India and the difficulties under which they labour and to make recommendations as to the steps that should be taken by the Union or any State to remove such difficulties and to improve their condition and as to the grants that should be made for the purpose by the Union or any State and

the conditions subject to which such grants should be made, and the order appointing such Commission shall define the procedure to be followed by the Commission.

(2) A Commission so appointed shall investigate the matters referred to them and present to the President a report setting out the facts as found by them and making such recommendations as they think proper.

(3) The President shall cause a copy of the report so presented together with a memorandum explaining the action taken thereon to be laid before each House of Parliament.

1.6 Article 342 A of constitution relating to socially and educationally backward classes provides:-

(1) The President may with respect to any State or Union territory, and where it is a State, after consultation with the Governor thereof, by public notification, specify the socially and educationally backward classes which shall for the purposes of this Constitution be deemed to be socially and educationally backward classes in relation to that State or Union territory, as the case may be.

(2) Parliament may by law include in or exclude from the Central List of socially and educationally backward classes specified in a notification issued under clause

(1) Any socially and educationally backward class, but save as aforesaid a notification issued under the said clause shall not be varied by any subsequent notification.

University of Delhi

1.7 The University of Delhi is a premier university of the country with a venerable legacy and international acclaim for highest academic standards, diverse educational programmes, distinguished faculty, illustrious alumni, varied co-curricular activities and modern infrastructure. Over the many years of its existence, the University has sustained the highest global standards and best practices in higher education. Its long-term commitment to nation building and unflinching adherence to universal human values are reflected in its motto: 'Nishtha Dhriti Satyam' 'निष्ठा धृति सत्यम्' (Dedication, Steadfastness

and Truth).

1.8 The University was established in 1922 as a unitary, teaching and residential University by the Act of the then Central Legislative Assembly, a strong commitment to excellence in teaching, research and social outreach has made the University a role-model and trend setter for other universities. The President of India is the Visitor, the Vice-President is the Chancellor and the Chief Justice of the Supreme Court of India is the Pro-Chancellor of the University. Beginning with three colleges and 750 students, it has grown as one of the largest universities in India with 16 faculties, over 80 academic departments, an equal number of colleges and over seven lakh students. Over 500 programmes offered by the University are approved by Academic and Executive Councils, out of which 209 programmes are being considered for NAAC accreditation purpose. The rest being run in colleges are separately accredited. The University draws students and faculty from across India and abroad and has emerged as a symbol of excellence, integrity and openness of *mansa* (thought), *vaacha* (speech) and *karmana* (action).

1.9 Five Departments namely Chemistry, Geology, Zoology, Sociology and History have been awarded the status of the Centres of Advanced Studies. These Centres of Advanced Studies have carved a niche for themselves as centres of excellence in teaching and research in their respective areas. In addition, a good number of University departments are also receiving grants under the Special Assistance Programme of the UGC in recognition of their outstanding academic work. 10 Departments (Germanic & Romance Studies, Hindi, Persian, Geography, Music, East Asian Studies, Anthropology, Mathematics, B.R.Ambedkar, M.I.L.) are getting grants under DRS, 2 Departments (Buddhist Studies, English) are getting grants under DSA, 3 Departments (English, Buddhist Studies, Social Work) are getting grants under AISHSS and 3 Departments (African Studies, East Asian Studies, Developing Countries Research Centre) are getting grants under Area Studies Programmes. Department of Adult, Continuing Education and Extension and Women's Studies & Development Centre of the University are also getting special funding from UGC. The University today boasts of as

many as 15 big libraries apart from libraries in colleges. The University Science Instrumentation Centre (USIC) which is now situated close to the Physics and Chemistry Departments houses a number of sophisticated and high-end research instruments. These instruments are used quite frequently by Teachers and Research Scholars of postgraduate departments of the University as well as by many other institutions in Delhi and its neighbourhood. The University has recently laid fibre-optic network in the North and the South Campuses connecting all colleges and departments.

1.10 When the University of Delhi expanded in many directions to keep pace with a rapidly growing city, South Campus was established in 1973 to facilitate access for the residents of South Delhi. It moved to its present location on Benito Juarez Road, near Dhaula Kuan, in 1984. The Campus is now spread across 69 acres of green, hilly terrain and its buildings blend attractively with the natural surroundings. The various departments are located in the Faculty of Arts and the Faculty of Inter-disciplinary and Applied Sciences. S.P. Jain Centre for Management Studies is also located at the South Delhi Campus.

1.11 It may be seen that education is a tool for empowerment of the hitherto marginalized sections of the society. Reservation of OBC students in admissions to various educational institutions from primary education to higher education has been recognized to be indispensable for achieving true vision of equality in the society. In India, the higher education especially Ph.D is also a gateway for getting well paying, high status teaching jobs in Universities and colleges. Therefore, it is important that OBCs continue to get adequate representation in Ph.D programmes and teaching posts in various State run Universities across the country.

1.12 The Committee had taken evidence on the subject “Measures undertaken to secure representation of OBCs in admissions in PH.D and appointments of teachers in Delhi University”, during one of their sittings and have been briefed by the representatives of the Ministry of Human Resource Development and Delhi University. Based on their written submissions and oral depositions, the Committee have examined the subject in details in the succeeding Chapters.

CHAPTER II

REPRESENTATION OF OBCs IN TEACHING POSTS IN DELHI UNIVERSITY

The following information pertaining to the present status of teaching posts in Delhi University was furnished to the Committee on 17th March, 2020:

Name of the posts	Category wise no. of sanctioned posts						Category wise no. of filled up posts					
	UR	SC	ST	OBC	EWS	TOTAL	UR	SC	ST	OBC	EWS	TOTAL
Professor	113	39	19	67	26	264	93	3	1	-	-	97
Associate Professor	265	97	48	174	64	648	210	8	1	-	-	219
Assistant Professor	323	119	59	214	79	794	344	71	33	79	-	527

2.2 On being asked about the reasons for low representation of OBCs in teaching posts in Delhi University, the representative of the University during the course of evidence on 19.03.2020 submitted as under:-

“वर्ष 2007 में जब हमने लागू किया तो कोई भी पोस्ट जब हमें यूजीसी से मिलती है तो वह हमें किसी केटेगरी में डाल कर नहीं मिलती है। यह हम सबको पता है और डीओपीटी ने रिज़र्वेशन रोस्टर प्रेस्क्राइब किया है। उस पर हम जैसे प्लॉट करते हैं, उसके प्लॉटिंग के बेसिस पर होता है कि एक पोस्ट एससी-एसटी को जाएगा, ओबीसी को जाएगा या अनारक्षित होगा। सर, जब हमने वर्ष 2007 में लागू किया उस समय डिपार्टमेंट वाइज़ रोस्टर होता था। आप सभी को पता होगा कि फोर्थ पोजिशन पर ओबीसी का आता है। हमारे कुछ डिपार्टमेंट्स छोटे भी हैं, जहां फोर्थ पोजिशन तक जाता भी नहीं है, उस डिपार्टमेंट में उतना

रिज़र्व हम लोग एडवर्टाइज़ नहीं कर पाए होंगे। मैं उस समय की बात कर रही हूँ जब डिपार्टमेंट वाइज़ रोस्टर होता था।“

2.3 She further elaborated that:-

“उस समय डिपार्टमेंट वाइज़ रोस्टर था, जब वर्ष 1997 में बात आयी थी और हर डिपार्टमेंट का अलग-अलग था। वर्ष 2013 में हमें यूनिवर्सिटी से एज़-ए-यूनिट का हमारे पास स्ट्रिक्ट निर्देश आया और हमने वर्ष 2013 में डिपार्टमेंट वाइज़ से यूनिवर्सिटी वाइज़ बना दिया, जिसकी वजह से आप देखेंगे कि जो प्लॉटिंग है, जिसमें ओबीसी के लिए था, उनकी संख्या बढ़ गयी और इसीलिए हम जो सैक्शंड के लिए फिगर दिखा रहे हैं, वह एक्युअली प्लॉटिड है। ऐसा नहीं है कि वह ओबीसी के लिए सैक्शन होकर आयी थी। जब यह प्लॉटिंग हुई तो कई अनरिज़र्व्ड पोजिशनस रिज़र्व्ड बन गयीं, लेकिन इंसिडेंटली यह रिकास्ट था, उस प्लॉट पर कोई न कोई व्यक्ति बैठा हुआ था। ऐसा नहीं था कि रिक्रूटमेंट गलत हुआ था, लेकिन रिकास्ट किया गया यूनिवर्सिटी एज़-ए-यूनिट बनाने के लिए कई पोजिशनस जो पहले अनरिज़र्व्ड थे, वे रिज़र्व्ड हो गए, लेकिन उन पर पहले से ही कोई व्यक्ति था, तो उनको हम एडवर्टाइज़ नहीं कर पाए। इसी वजह से जितना हम सैक्शंड पर फिगर दिखा रहे हैं और जितना एडवर्टाइज़मेंट पर फिगर दिखा रहे हैं, यह केवल लेक्चर के लेवल का है। क्योंकि इंस्ट्रक्शन्स लेक्चर के लेवल पर ही करने के लिए था। जब वर्ष 2019 का एक्ट 7 मार्च को आया था, तब उसमें यह बात हुई थी कि इसको हर लेवल पर लागू करना है। इनफैक्ट मैं हमारे वाइसचांसलर की प्रगतिशील अप्रोच के बारे में आपको बताना चाहूंगी कि उस समय यह डाउट चल रहा था कि यह हर लेवल पर करना है, या नहीं करना है। लेकिन हमने आगे बढ़ते हुए यह कहा है कि हम लोग सोशल जस्टिस के प्रति आगे बढ़ेंगे। मुझे लगता है कि हमारा जो रिज़र्वेशन रोस्टर आया है, उसमें हमने जो फाइनालाइज़ किया है, हमने उसको हर लेवल पर लागू किया है। संयोगवश जब फिर से यह रीकास्ट हुआ, तो हमने कई पोजीशनस एडवर्टाइज़ की हैं, लेकिन अब वे कई पोजीशनस ओबीसी में कंवर्ट हो गई हैं, जो पहले अनारक्षित थीं। महोदय, वर्ष 2019 में यह पहली बार हुआ है कि तब की जो चयन प्रक्रिया है और जैसा कि हमारे वाइस चांसलर साहब ने बताया है, हम उसको पूरा नहीं कर पाए हैं। यहां पर जो कारण बताए गए हैं, उनकी वजह से हम उसकी शुरुआत नहीं कर पाए

हैं। एडवरटाइज़मेंट यह दर्शाता है कि अब हमने जो रीकास्ट किया है, उसमें प्लार्टिंग पर ओबीसी के कहां-कहां पाइंट्स आ रहे हैं, जो वेकेन्ट हैं। अगर कोई व्यक्ति उस पर इस वजह से बैठा हुआ है, क्योंकि इसको रीकास्ट किया गया है। उस समय की नियुक्त गलत नहीं थी। यूजीसी के दिशा-निर्देश पर अभी रीकास्ट किया गया है। यह इनका एक बहुत अच्छा कदम है और सरकार भी बहुत आगे बढ़कर काम कर रही है।“

2.4 On being specifically asked about the source of the re-cast for these teaching posts, the representative of the University during the course of evidence on 19.03.2020 submitted as under:-

“महोदय, जो एक्ट था, वह सरकार ने पार्लियामेंट में पास किया था, जो एमएचआरडी के थ्रू नोटिफाई हुआ था और हमें यूजीसी ने कम्प्युनिकेट किया था। यह हमारा हाइरार्की का चैनल है, जिससे हमें दिशा-निर्देश मिलते हैं। यूजीसी ने यह फॉरवर्ड किया था। एक्ट तो सरकार का ही था, सरकार के थ्रू बिल आया था और पार्लियामेंट ने उसे पास किया था, वह एक्ट बना और फिर लागू हुआ है। इससे पहले एक आर्डिनेंस था, जो 7 मार्च को जारी किया गया था। उसके तहत यह रीकास्ट किया गया था। हमने 7 मार्च के आधार पर यह कर लिया था। इसको एग्जीक्यूटिव काउंसिल में अप्रूव करना होता है। यह एक वैधानिक रिक्वायरमेंट है। हमारी 1 जुलाई को एग्जीक्यूटिव काउंसिल हुई थी और हमने 1 जुलाई की शाम को ही विज्ञापन निकाल दिया था, जिसमें हमारी असिस्टेंट प्रोफेसर के लिए यह पोजीशन्स थीं। हमने उसके 10-15 दिनों के अंदर ही एसोशिएट प्रोफेसर और प्रोफेसर के लिए भी कर दिया था। जैसे ही हम आगे चयन प्रक्रिया करेंगे, आपको जो 67 पोजीशन्स दिख रही हैं, वे अब भरी जाएंगी। ऐसा नहीं है कि हमने पहले नहीं किया था। हमें अभी दिशा-निर्देश मिले हैं, रीकास्ट अभी हुआ है, एडवरटाइज़ भी अभी हुआ है, तो ये ऊ्यू कोर्स के बाद भरे जाएंगे।“

2.5 On the issue of filling-up these posts, it has been informed that the University has advertised all the posts of Professors vide advt. no. 280 dated 19.07.2019; posts of Associate Professors vide advt. no. 279 dated 15.07.2019; and posts of Assistant Professors vide advt. no. 278 dated 02.07.2019 which were vacant at the time of advertisement. The details of these advertisements are given below:

Name of the posts	Category wise no. of posts advertised						Total no. of posts advertised
	UR	SC	ST	OBC	EWS	PwD	
Professor	56	27	13	45	16	09	166
Associate Professor	151	60	34	116	44	23	428
Assistant Professor	98	36	21	70	30	08	263

2.6 The University has completed screening of applications for the post of Assistant Professors in 25 departments. The University has already uploaded the screening data of 06 departments on its Recruitment Portal.

2.7 On the likely time-frame for filling-up these posts, the University submitted as below:-

“It is pertinent to note that the initiation of scheduling of Selection Committee is incumbent on approval of amendment to Statute 19(1) of the Statutes of the University by the Visitor as per Section 29(3) of the Delhi University Act. The Statute prescribes the Selection Committee for faculty members. The University has already sent the Statutes for approval of the Visitor on August 28, 2019 and subsequently on November 30, 2019 to the Ministry of Human Resource Development (MHRD). The University is expecting the approval of amendment of the Statutes at an early date.”

2.8 On being asked to furnish the details related to appointment on contractual basis in the Delhi University, through a written reply it submitted as under:-

“The University has engaged 221, 103 and 76 teachers on ad-hoc basis and 230, 151 and 159 teachers on Guest basis in three academic years i.e.2017-18, 2018-19 and 2019-20, respectively. At present 840 non-teaching staff in Junior clerical and support staff level are working on contractual basis.”

2.9 It has been informed by the University that the interviews for the candidates belonging to the reserved category were conducted before the interviews of the unreserved candidates.

2.10 The University was asked about the details of the Selection Committees held during the last three years. Through a written reply it submitted as under:-

“ Details of the Selection Committees held during last three years (2017-2019) for recruitment of Assistant Professors in the University:

Name of the Faculty/Department for which Selection Committee held	No. of Posts Advertised & Filled	Year of Conduct of Selection Committee	Composition of the Selection Committees, as per Statute 19(1) of the Statutes of the University, which conducted the interviews for the faculty/department mentioned below	Information about the member of the Selection Committee representing OBC category
Department of Financial Studies	Advertised: 04 [UR-2, SC-1, OBC-1] Filled: 03 [UR-2, SC-1] The post reserved for OBC category was re-advertised.	2017	<ul style="list-style-type: none"> • Vice-Chancellor • Pro-Vice-Chancellor • Visitor’s Nominee • Three Experts • Head Department of Financial Studies • An academician representing SC/ST/OBC/Minority/Women/Persons with Disability 	Prof. Raj Kumar, Director, Vallabhbhai Patel Chest Institute represented by SC/ST/OBC/Minority/Women/Persons with Disability One expert member also belonged to OBC category.
Faculty of Law	Advertised: 126 [UR-63, SC-18, ST-9, OBC-35, PwD(VH)-	2017	<ul style="list-style-type: none"> • Vice-Chancellor • Pro-Vice-Chancellor • Visitor’s Nominee • Three Experts • Head/Dean Faculty of 	Prof. Sevi Murgavel, Department of Physics & Astrophysics, University of Delhi

	1] Filled: 126 [UR-63,SC-18, ST-9, OBC-35, PwD(VH)-1]		Law <ul style="list-style-type: none"> • Incharge Law Centre- I • Incharge Law Centre-II • Incharge Campus Law Centre • An academician representing SC/ST • An academician representing OBC • An academician representing PwD • An academician representing Minority • Amongst the above members, there were women members. 	represented OBC Category
Faculty of Education	Advertised: 16 [UR-6, SC-3, ST-2, OBC-4, PwD(VH)-1] Filled: 16 [UR-6,SC-3, ST-2, OBC-4, PwD(VH)-1]	2018	<ul style="list-style-type: none"> • Vice-Chancellor • Pro-Vice-Chancellor • Visitor's Nominee • Three Experts • Head/Dean Faculty of Education • An academician representing SC/ST • An academician representing OBC • An academician representing PwD • An academician representing Minority • Amongst the above members, there were women members. 	Dr. Gyan Prakash, Department of Environmental Studies, University of Delhi represented OBC Category

CHAPTER III

REPRESENTATION OF OBCs IN ADMISSIONS TO THE PH.D PROGRAMME IN DELHI UNIVERSITY

It has been informed that the University of Delhi, in compliance with the provisions of the Central Educational Institutions (CEIs) (Reservation in Admission) Act 2006, extends the benefit of reservation of 27% seats in admission in each course for candidates belonging to OBC (NCL) category.

3.7 The representative of the Ministry of HRD has made the following submission regarding concessions being given to OBC students for admission to PhD programme:-

“..... चूंकि विषय पीएचडी का था तो इन्होंने जो सर्कुलर निकाले हैं, उसमें रिलेक्शंसन एण्ड ऐलिजिबिलिटी कंडीशन के बारे में दिया गया है, इसमें 55 प्रतिशत सामान्य वर्ग के लिए है, उसमें 5 प्रतिशत की छूट एससी, एसटी, ओबीसी और दिव्यांगजनों के लिए है। उनकी ऐलिजिबिलिटी में ही पांच प्रतिशत दे रहे हैं। उसके बाद, पीएचडी के लिए जो प्रवेश परीक्षा हो गई है, उसमें फिर पांच प्रतिशत की छूट मार्क्स में दे रहे हैं : “Provided that a relaxation of five per cent from 50 to 45 per cent shall be awarded to candidates belonging to OBC, non-creamy layer, SC/ST and differently abled”. प्रवेश परीक्षा में भी उनको पांच प्रतिशत छूट दे रहे हैं। तीसरी एक महत्वपूर्ण पहल यूजीसी द्वारा यह भी की गई है कि पहले सारी व्यवस्था इंटरव्यू पर निर्भर थी और कई तरह की बातें सामने आती थीं, अब इन्होंने यह व्यवस्था कर दी है कि 70 per cent weightage will be given to the test and only 30 per cent weightage to interview. इस प्रकार से यूजीसी ने प्रयास किया है। अन्य कई प्रयास किए गए हैं।“

3.3 Further, the admission in Ph.D courses of the University of Delhi is made as per Provisions of Ordinance VI of the Ordinances of the University which are based on the UGC Regulation, 2016 for M.Phil & Ph.D courses. Further, Ordinance VI of the Ordinances of the University provides that the admission of Ph.D. programme will be

according to National Level Reservation policy, as applicable from time to time, based on intake in a given academic year.

3.4 The details of admitted students in Ph.D in the University is as under:

Category	Year of Admission			
	2019	2018	2017	2016
UR	301	401	371	637
OBC	157 (26.6 %)	221 (27.6 %)	194 (26.9 %)	171 (18 %)
SC	97	131	109	106
ST	36	49	48	35
TOTAL	591	802	722	949

3.5 In last five years, the seats in Ph.D. Programme are as follows:

Years of Admission	Total Research Scholar	OBC category Research Scholar
2019	591	157 (26.6%)
2018	802	221 (27.6%)
2017	722	194 (26.9%)
2016	949	171 (18%)
2015	674	105 (15.6%)

3.6 On being asked about the reasons for fluctuations in the number of seats from year to year, the representative of the University during the course of evidence on 19.03.2020 submitted as below:-

“..... If you look at the total number advertisements, you will find them different from year to year. The reason for this is that in each year the number of admissions is different. It depends on the intake capacity of each department. It depends on how many seats are available. But in terms of percentage it has remained steady since 2017 in particular. The numbers have changed because each department decides how many new admissions it is going to grant. That number depends on how many students are already there. That number depends on the number of students who can be supervised by one person who is the faculty member. But, overall, the percentage has remained positive.”

3.7 On being asked about the reasons for low representation of OBCs in Ph.D admissions in 2015, the representative of the University during the course of evidence on 19.03.2020 submitted as below:-

“It would be difficult for me to explain why percentage was low before 2016. I may probably tell you what was the situation in 2016. In 2016 we went fully online. That was one change. That means, the number of people who could apply for admission was more, the net was widened. The second thing that we did was that earlier only Delhi was the only centre for holding examinations. In 2016, for the first time, University of Delhi held examinations all over the country. The result was that a large number of people who were not applicants earlier are now coming forward to apply for admission in Delhi University. This change started since 2016. That is why you see the change within one year that from 18 per cent in 2016 it jumped 26.9 percent, almost complete seats were filled up in 2017. This change has come as a result of the new measures that we adopted, like going outside Delhi for holding entrance examinations, going online, making our admissions more popular and mobilising various kinds of support from different quarters to persuade or to attract people from different parts of the country. So, different measures have been taken which were probably not there earlier. So,

modernization of technology, modernization of admission, streamlining of procedure, making it more student-friendly that enabled students to attract since 2017 in particular. The process started in 2016, but we achieved results from 2017 onwards. That is why, in 2017, you can see the figure of 26.9 per cent of the seats filled up in the category of OBC students.”

3.8 On being specifically asked whether OBC merit students are also counted in the list of OBC, the representative of the University during the course of evidence on 19.13.2020 submitted as below:-

“In the General Category, whether there are OBC persons, it is not reflected here. ऐसी संभावना हो सकती है कि ओबीसी कैटेगरी के कुछ बच्चे जनरल कैटेगरी में भी हों।“

PART II

OBSERVATIONS/RECOMMENDATIONS

Low representation of OBCs

1. The Committee note that the University of Delhi is a premier University of the country established in 1922 as a unitary teaching and residential University with a strong commitment to excellence in teaching, research and social outreach. Beginning with three colleges and 750 students, it has grown as one of the largest Universities in India with 16 faculties, over 80 academic departments, an equal number of colleges and over seven lakh students. Today, the University is considered as a role-model and trend setter for other Universities in the country. It is therefore, expected that a reputed University like Delhi University should be committed towards the Constitutional ideals of ensuring empowerment and representation of socially backward people of the country.

However, the Committee are saddened to note that the University has done little to ensure due representation of Other Backward Castes (OBCs) among its teachers and thus failing on the national commitments for social justice. There are only 79 OBC teachers in Delhi University out of total sanctioned posts of 1706. Thus, the overall percentage comes out to be a meagre 4.63. It is evident that the University has faltered on an important goal for empowerment of OBCs as the gulf between present representation of 4.63% and the legally mandated 27% is a wide one which would require extraordinary efforts and commitment to fill. The situation appears to be even more worrisome when it comes to representation within grades as not a single OBC Associate Professor or Professor has been appointed in Delhi University against sanctioned posts of 174 and 67, respectively. If there is no representation of OBCs in Associate Professor/Professor category in a premier and trend setter University like Delhi University, the situation in other Universities and academic institutes throughout the country may well be surmised. The University has adduced that many of these OBC posts have been recast after the switch over of the Roster from Department as a unit to University as a Unit in 2013. While, the

Committee understand that in any such exercise it is logical that some unreserved positions will become reserved but at the same time they cannot take it as a valid justification for not filling any OBC posts prior to 2013 or since then for the above posts of Associate Professor/Professor. Some OBC seats must have existed even before the recast happened. It is disconcerting for the Committee to note that no efforts were undertaken by the University to fill them and they were allowed to remain vacant for such a long period of time, thus adversely affecting the teaching careers of many budding OBC candidates. The Committee therefore, recommend that all the sanctioned posts for OBCs in the grades of Assistant Professor, Associate Professor and Professor should now be filled up by Delhi University in a stipulated time frame. Further, the monitoring for this exercise of filling vacant OBC posts should be done at the highest level of University Grants Commission and the Ministry of Human Resource Development itself. The Committee should be apprised about the progress made at the action taken stage.

Advertisements for filling vacant OBC seats

2. The Committee note that the Delhi University has advertised 166 posts of Professors *vide* Advertisement no. 280 dated 19.07.2019, 428 posts of Associate Professors *vide* Advertisement no. 279 dated 15.07.2019 and 263 posts of Assistant Professors *vide* Advertisement no. 278 dated 02.07.2019. The Committee have been informed that the University has advertised all the posts which were vacant at the time of advertisement. The Committee also note that the while the overall vacant posts have been dealt with adequately in the advertisements issued, closer scrutiny reveals a glaring gap in the numbers of OBC posts which were put for advertisement. There are 67 OBC posts for Professors which are currently lying vacant and against which only 45 OBC posts have been advertised. On the other hand only 20 UR vacancies for Professors were lying vacant and against it 56 UR posts have been advertised. Similarly, for the post of Associate Professors only 116 OBC vacancies have been advertised against 174 existing vacancies and for Assistant Professor the advertised OBC posts are still 65 short of the vacant seats. This is notwithstanding, as informed by the University that as per the new plotting on the Roster Register various posts have been recast and thus leading to creation of

more number of reserved seats. The Committee therefore, desire that the number of vacancies in various faculty positions should be immediately reworked as per the Roster Register and amendments to its advertisements should be issued by Delhi University, accordingly.

Contractual staff

3. The Committee note that the University of Delhi has engaged 221, 103 and 76 teachers on *ad-hoc* basis and 230,151 and 159 teachers on Guest basis in three academic years i.e. 2017-18, 2018-19 and 2019-20, respectively. It has also been revealed that at present 840 non-teaching staff in Junior clerical and support staff level are working on contractual basis. In this regard, the Committee would recommend that Delhi University should ensure strict compliance of the Office Memorandum dated May 15, 2018 of the Department of Personnel and Training Government of India, regarding provision of reservation for Scheduled Castes / Scheduled Tribes/OBCs in temporary appointments for duration exceeding 45 days in respect of all the contractual appointments in the University. The Committee also recommend that there should be a separate Roster for temporary appointments for more than 45 days.

Selection Committee/Separate Interview

4. The Committee note that as per DoPT OM No. 42011/2/2014-Estt. (Res) dated 13 February, 2014 it is mandatory to include one (1) member belonging to OBC category in the Selection Committee/Board for making recruitment to 10 or more vacancies of any posts/services. The OM further directs that where the number of vacancies against which selection is to be made is less than 10, no effort should be spared in finding an OBC officer amongst others for inclusion in such Committees/Boards. In this regard, the Committee are pleased to note that the University of Delhi has been largely adhering to the above stipulation during the last three years. However, the Committee also note that in one case one seat reserved for OBCs could not be filled and it had to be ultimately re-advertised. It is pertinent to note here that there was no official member belonging to OBC category for the Selection Committee constituted for Department of Financial Studies in 2017. There

was only one academician who represented SC/ST/OBC/Minority/Women/Persons with disability besides one expert member who belonged to the OBC category. The Committee are of the opinion that only one member in the Selection Committee should not have represented all the categories of persons viz, SC, ST, OBC, Minority Women, Persons with disability together as it is apparently not possible for a single person to understand the nuances of different rules for different sets of disadvantaged people with sensitivity and empathy for a particular class. It is also discernible to the Committee that interests of the OBC candidates would be better served if OBC member in the Selection Committee is an insider rather than an Expert who is generally invited from outside. Accordingly, the Committee recommend that an OBC representative within the Faculty/Department/University should be in the interview Board for serving the interests of the OBC candidates in a better way.

The Committee also note that the interviews for the candidates belonging to the reserved category were conducted before the interviews of the unreserved candidates in Delhi University. The Committee find this practice to be discriminatory and biased against the OBC candidates in terms of assigning marks in the interview as against the unreserved category of candidates. It needs to be reiterated that a candidate belonging to the reserved category is always free to lay claim to an unreserved post on the basis of his merit. Accordingly, the Committee recommend that the discriminatory practice of holding separate interviews for OBC candidates should be done away with immediately in the University of Delhi.

Representation of OBCs in Ph.D programme

5. The Committee have been informed that the University of Delhi, in compliance with the provisions of the Central Educational Institutions (CEIs) (Reservation in Admission) Act 2006, extends the benefit of reservation of 27% seats in admission in each course for candidates belonging to OBC (NCL) category. Further, OBC candidates are also being given certain relaxations/concessions for

admission to Ph.D programme. The Committee note that the representation of OBCs in admission to Ph.D programme for 2019 was 26.6% and for 2018, it was 27.6%. The Committee would appreciate the concerted efforts of the University which went on to increase the representation of OBC candidates over the years from a low of 15.6% in 2015 and 18% in 2016 to a high of 26.6% in 2019. However, the University was not in a position to offer any cogent reasons to account for the low percentage of OBC students in its Ph.D programme in the past years. The Committee would not want the representation to go lower than the threshold level again. Therefore, they recommend that there should be an institutionalized system of checks and balances to ensure that OBCs continue to get due percentage in the Ph.D programme in future.

Though the representation of OBCs in terms of percentage has gone up over the years, there has been a decline in the total number of seats offered for Ph.D from 802 in 2018 to 591 in 2019. Low intake for Ph.D programme does not augur well for the premier university's research programme and profile. While the Committee understand that the overall Ph.D seats depend on the intake capacity of each department which is subject to various factors, it should also be ensured that these seats are not allowed to plummet suddenly thus scuttling the fortunes of many potential research scholars. The Committee desire that Delhi University should not allow such a sharp fluctuation in the overall Ph.D seats on year to year basis and it should accordingly work out the arrangement with each department separately to preclude such a possibility.

NEW DELHI;
14th July, 2020
23 Ashadha, 1942(Saka)

GANESH SINGH,
Chairperson,
Committee on Welfare of Other Backward Classes

COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2019-20)

MINUTES OF THE TWENTY-FIRST SITTING OF THE COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2019-20) HELD ON 19TH MARCH, 2020 IN COMMITTEE ROOM 'D', PARLIAMENT HOUSE ANNEXE, NEW DELHI

The Committee sat from 1510 hrs. to 1620 hrs.

PRESENT

Shri Ganesh Singh — *Chairperson*

MEMBERS

Lok Sabha

2. Shri Ramesh Bidhuri
3. Smt. S. Jothimani
4. Shri Dileshwar Kamait
5. Smt. Raksha Nikhil Khadse
6. Shri Bandi Sanjay Kumar
7. Shri Sadashiv Kisan Lokhande
8. Dr. (Smt) Pritam Gopinathrao Munde
9. Shri Balak Nath
10. Dr. Sanghamitra Maurya
11. Shri Ram Shiromani
12. Shri Rajesh Verma
13. Shri Ashok Kumar Yadav

Rajya Sabha

14. Shri Ram Narain Dudi
15. Shri B.K Hariprasad
16. Shri Vishambhar Prasad Nishad
17. Dr. Banda Prakash
18. Shri K.K Ragesh
19. Smt. Vijila Sathyananth
20. Shri Ram Nath Thakur
21. Smt. Chhya Verma
22. Shri Harnath Singh Yadav

SECRETARIAT

- | | | | |
|----|---------------------|---|---------------------|
| 1. | Smt. Anita B. Panda | - | Joint Secretary |
| 2. | Shri Kusal Sarkar | - | Director |
| 3. | Shri Md. Aftab Alam | - | Additional Director |
| 4. | Shri Janmesh Singh | - | Deputy Secretary |

WITNESSES

MINISTRY OF HUMAN RESOURCE DEVELOPMENT

- | | | | |
|----|---------------------|---|-----------------|
| 1. | Shri Amit Khare | - | Secretary |
| 2. | Shri G.C. Hosur | - | Joint Secretary |
| 3. | Shri. L.S. Changsan | - | Joint Secretary |
| 4. | Shri R.C. Meena | - | Joint Secretary |

UNIVERSITY GRANTS COMMISSION (UGC)

- | | | | |
|----|-----------------------------|---|-----------------|
| 1. | Prof. D.P. Singh | - | Chairman |
| 2. | Prof. Rajnish Jain | - | Secretary |
| 3. | Dr. Jitendra Kumar Tripathi | - | Joint Secretary |

UNIVERSITY OF DELHI

- | | | | |
|----|-----------------------|---|-----------------------|
| 1. | Prof. Yogesh K. Tyagi | - | Vice-Chancellor |
| 2. | Prof. Suman Kundu | - | Pro-Vice Chancellor |
| 3. | Shri Kapil Aggarwal | - | Officiating Registrar |

KENDRIYA VIDYALAYA SANGTHAN

- | | | | |
|----|-------------------------|---|--------------|
| 1. | Shri Santosh Kumar Mall | - | Commissioner |
|----|-------------------------|---|--------------|

NAVODAYA VIDYALAYA SAMITI

- | | | | |
|----|----------------------------|---|--------------|
| 1. | Shri Vishwajit Kumar Singh | - | Commissioner |
|----|----------------------------|---|--------------|

2. At the outset, the Chairperson welcomed everyone to the sitting of the Committee convened to take evidence of the representatives of the Ministry of Human Resource Development, University Grants Commission, University of Delhi, Kendriya Vidyalaya Sangathan and Navodaya Vidyalaya Samiti on (a) Measures undertaken to secure representation of OBCs in admissions and employment in the Kendriya Vidyalayas/Navodaya Vidyalayas and (b) Measures undertaken to secure representation of OBCs in admissions in Ph. D and appointment of teachers in Delhi University.

3. Important issues which were raised by the Committee were as under:-

- (i) Imperative for having separate Rosters for temporary appointments of more than 45 days in DU, NVS and KVS.
- (ii) Details of Scholarships being given to OBC students in University of Delhi.
- (iii) Details of OBC students being admitted into Ph.D programme in DU.

- (iv) Non-filling of sanctioned OBC posts in DU.
- (v) Imperative for appointment of a separate Committee to settle the grievances of OBC students in DU.
- (vi) Need for proper implementation of Reservation Roster in DU.
- (vii) Details of existing vacancies in various teaching posts in DU.
- (viii) Grievances and court cases pertaining to PhD research scholars in DU.
- (ix) Lack of proper implementation of OBC reservation policy in admissions prior to 2017 in DU.
- (x) Details of OBC backlog vacancies in DU.
- (xi) Setting up of Navodaya Vidyalayas in rural belts of Delhi.
- (xiii) Modalities of implementation of reservation for OBCs in admissions to Kendriya/Navodaya Vidyalayas as per the recommendations of the Committee in their Second Report.

4. The representatives of the Ministry/ Organisations responded to the issues raised by the Committee. The Chairperson directed to furnish written replies to the points which could not be adequately addressed during the sitting, to the Secretariat at the earliest. The witnesses then withdrew.

The Committee sitting then adjourned.

A verbatim record of the proceedings has been kept.

COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2019-20)

MINUTES OF THE TWENTY SIXTH SITTING OF THE COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2019-20) HELD ON 14TH JULY, 2020 IN COMMITTEE ROOM B, PARLIAMENT HOUSE ANNEXE, NEW DELHI

The Committee sat from 1100 hrs. to 1110 hrs.

PRESENT

SHRI GANESH SINGH - CHAIRPERSON

MEMBERS

LOK SABHA

2. Shri Ramesh Bidhuri
3. Smt S. Jothimani
4. Dr. (Smt.) Pritam Gopinathrao Munde
5. Shri Balak Nath
6. Shri Ajay Nishad
7. Dr. Sanghamitra Maurya
8. Shri Ram Shiromani
9. Shri Rajesh Verma

RAJYA SABHA

10. Shri T.K.S. Elangovan
11. Smt. Chhaya Verma
12. Shri Harnath Singh Yadav

SECRETARIAT

- | | | |
|------------------------|---|---------------------|
| 1. Smt. Anita B. Panda | — | Joint Secretary |
| 2. Shri Kusal Sarkar | — | Director |
| 3. Md. Aftab Alam | — | Additional Director |
| 4. Shri Janmesh Singh | — | Deputy Secretary |

2. At the outset, the Chairperson, welcomed the Members to the sitting of the Committee. The Committee, thereafter, considered the following draft Reports for adoption:

- i "Measures undertaken to secure representation of OBCs in employment and for their welfare in Rashtriya Chemicals & Fertilizers Limited" pertaining to the Ministry of Chemical and Fertilizers.

- ii “Measures undertaken to secure representation of OBCs in employment and for their welfare in National Fertilizers Limited” pertaining to the Ministry of Chemical and Fertilizers.
- iii “Measures undertaken to secure representation of OBCs in admissions in Ph.D. and appointment of teachers in Delhi University” pertaining to the Ministry of Human Resource Development (Department of Higher Education).
- iv Action Taken on the Twentieth Report (Sixteenth Lok Sabha) of the Committee on the subject “Measures undertaken to secure representation of OBCs in employment and for their welfare in Central Public Works Department (CPWD)” pertaining to the Ministry of Housing and Urban Affairs.
- v Action Taken on the Twenty First Report (Sixteenth Lok Sabha) of the Committee on the subject “Rationalisation of Creamy Layer in Employment for OBCs in Services and Posts under the control of Government of India including Union Territories, PSUs etc” pertaining to the Ministry of Social Justice and Empowerment.

3. The Committee adopted the aforesaid draft Reports after a brief discussion and authorized the Chairperson to present the Reports to Parliament or to the Hon'ble Speaker, Lok Sabha.

The Committee then adjourned.
