



सत्यमेव जयते

राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes

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

File No.- NCST/SER-1939/DL/5/2025-RU-IV

Date : 17.07.2025

To,

The Vice Chairman,
Delhi Development Authority (DDA),
DDA, B-Block, 1st Floor, INA,
New Delhi-110023
Email Id: vcdda@dda.org.in

Sub: Complaint of discrimination and victimization in promotion of Scheduled Tribe Candidate despite being eligible and falling in zone of consideration from Architectural Assistant (Group 'B') to Assistant Director (Architecture)/AD, Arch) (group 'A') in recent DPC held by Delhi Development Authority (DDA) w.r.t. Establishment Order No. 818, dated 31.12.2024- mail/Letter dated 03.01.2025 of Shri Skand Kumar, Architectural Assistant, HUPW, East Zone, Vikar Minar, IP Estate, New Delhi.

Sir,

I am directed to enclose herewith a copy of the Minutes of the sitting held on 30.06.2025 under the Chairmanship of Dr. Asha Lakra, Hon'ble Member, National Commission for Scheduled Tribes on the above mentioned subject for necessary action.

It is requested that compliance report in the matter on the recommendation may be furnished to this Commission within 30 days positively for placing the same before the Hon'ble Commission.

Yours faithfully

(एच.आर.मीना/H.R.Meena)

अनुसंधान अधिकारी/Research Officer
Email ID : hari.rammeena@ncst.nic.in

Copy to:-

Shri Skand Kumar,
Architectural Assistant,
HUPW, East Zone, 8th Floor,
Vikar Minar, IP Estate,
New Delhi-110002
skand.kumar110@dda.gov.in
Mobile No:8882770110

(ii) PS to Hon'ble Member (Dr. Asha Lakra)

(iii) NIC for uploading



सत्यमेव जयते

राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes

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

NCST/SER-1939/DL/5/2025-RU-IV

Minutes of the Hearing held under the Chairmanship of Dr Asha Lakra, Hon'ble Member, National Commission for Scheduled Tribes at Lok Nayak Bhawan, New Delhi, In the case of Shri Skand Kumar (Architectural Assistant) HUPW, East Zone, 8th Floor, VikasMinar, IP Estate, New Delhi-110002 regarding Discrimination and victimization in promotion of Sh. Skand Kumar a Scheduled Tribe Candidate despite being eligible and falling in zone of consideration from Architectural Assistant (Group 'B') to Assistant Director (Architecture)/AD, Arch) (group 'A') in recent DPC held by Delhi Development Authority (DDA) w.r.t. Establishment Order No. 818, dated 31.12.2024

Date of the hearing: 30/06/2025

Participants in the hearing - As per Annexure

Shri Skand Kumar, Architectural Assistant, HUPW, East Zone, Vikas Minar, I.P. Estate, New Delhi, vide his letter/email dated 06.01.2025, has submitted a complaint to the Commission alleging discrimination and victimization in the promotion of a Scheduled Tribe candidate, despite his eligibility and inclusion in the zone of consideration for promotion from Architectural Assistant (Group 'B') to Assistant Director (Architecture) [Group 'A'], in the recent DPC held by the Delhi Development Authority (DDA), with reference to Establishment Order No. 818 dated 31.12.2024. Shri Kumar has further requested that the vacant ST seat be allocated to an eligible ST candidate in adherence to the reservation policy, and that the alleged discriminatory practices in DDA's promotion process be investigated.

आशा लक्रा

2. In this regard, the Commission issued a notice dated 31.01.2025 to Shri Vijay Kumar Singh, Vice Chairman, Delhi Development Authority (DDA), seeking a detailed report.

3. In response, DDA submitted a report dated 11.03.2025, in reference to the Commission's notice, stating that the DPC held on 06.12.2024 considered 12 candidates and empanelled 4 officers (UR-1, SC-2, ST-1) for the recruitment year 2025, including Shri Skand Kumar under the ST quota. However, as on 01.01.2025, only 3 vacancies were available, and promotions were made accordingly based on inter-se seniority. Shri Kumar, being fourth in the panel, will be promoted against the next available vacancy. The DDA stated that the DPC adhered to reservation norms and that there was no violation or denial of opportunity in his case.

4. Subsequently, a rejoinder has been received from Shri Skand Kumar, wherein he reiterates his request for the Commission's intervention, citing that the ST vacancy—lying unfilled since 2023—has still not been allotted to an eligible ST candidate despite his empanelment. He has urged the Commission to ensure the allocation of the said ST vacancy in accordance with the reservation policy, investigate the alleged discriminatory practices in the DDA's promotion process, and ensure compliance with the DoPT OM No. 36012/2/96-Estt.(Res) dated 2nd July 1997 regarding the maintenance of the Roster Register. He has also requested that the DDA be directed to make all reservation-related documents, such as the roster register and Circular 16, publicly accessible to uphold transparency and fairness in the implementation of the reservation policy.

5. Following the receipt of the rejoinder, the Commission issued a summons to the Vice Chairman, Delhi Development Authority (DDA), for a personal hearing before the Commission to examine the matter further.

6. The Commissioner (Personnel), Delhi Development Authority (DDA), appeared on behalf of the Vice Chairman, DDA. The petitioner was also present during the hearing.

➤ After hearing both parties, the Commission recommends the following:

1. The Commission directs the concerned authorities to furnish the following documents:

मिशन डी

- (A) The seniority list Arch Assistant (Group B) along with the extended zone of consideration.
 - (B) Details of the sanctioned strength of Assistant Director (Arch) and the existing seniority list, to be submitted within one week.
 - (C) A copy of the promotion order(s) issued subsequent to the promotion of Mr. O.P. Meena.
2. As submitted by the concerned authorities during the hearing, the petitioner is expected to be promoted next month upon the retirement of an existing employee. The promotion should be carried out as per applicable rules. The Commission will further examine the matter to determine the date from which the petitioner was eligible for such promotion.
3. Accordingly, the concerned department is directed to submit an Action Taken Report (ATR) within one month from the date of issuance of these recommendations.

आशा लकड़ा
14/07/2025
(Dr. Asha Lakra)

Member

National Commission for Scheduled Tribes

New Delhi

डॉ. आशा लकड़ा/Dr. Asha Lakra
सदस्य/Member
भारत सरकार/Government of India
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
नई दिल्ली/New Delhi

Attendance Sheet
National Commission for Scheduled Tribes

NCST/SER-1939/DL/5/2025-RU-IV

Sitting to be held on **30.06.2025** at **02.00 P.M.** - Complaint of discrimination and victimization in promotion of Scheduled Tribe Candidate despite being eligible and falling in zone of consideration from Architectural Assistant (Group 'B') to Assistant Director (Architecture)/AD, Arch) (group 'A') in recent DPC held by Delhi Development Authority (DDA) w.r.t. Establishment Order No. 818, dated 31.12.2024- mail/Letter dated 03.01.2025 of Shri Skand Kumar, Architectural Assistant, HUPW, East Zone, Vikar Minar, IP Estate, New Delhi.

Sl. No.	Name and Designation	Address & Phone No.	Signature
I National Commission for Scheduled Tribes			
1.	Dr. Asha Lakra Hon'ble Member	In Chair	
2.	Shri Yogendra Prasad Yadav Deputy Secretary		
3.	Shri H.R. Meena Research Officer		
4.	Shri Rahul Investigator		
5.	Ms. Riya Investigator		
6.	Shri Rahul Yadav Legal Consultant		
7.			
8.			
II Officers from O/o Delhi Development Authority			
1.	Vineet Jain, (RPS-2006)	Commissioner (Personnel) DDA	<i>[Signature]</i> 9821181167
2.	DK Gupta	Coordinator 9199977445	<i>[Signature]</i>
3.	PRADEEP YADAV	Dy. Director (CR Cell) 8700220466	<i>[Signature]</i>
4.			
5.			
6.			
III Petitioners			
1.	Skand Kumar	Arch. Assnt EZ. HUPW DDA	<i>[Signature]</i> 985 277 0119
2.			