

**COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(2015-2016)**

(SIXTEENTH LOK SABHA)

SIXTH REPORT

ON

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

**“Role of Educational Institutions including Universities, Technical, Medical
and Engineering in socio-economic development of SCs and STs -
Implementation of reservation policy in Jawaharlal Nehru University”.**

Presented to Lok Sabha on 27.04.2016

Laid in Rajya Sabha on 27.04.2016



**LOK SABHA SECRETARIAT
NEW DELHI**

27 April, 2016/ 7 Vaisakha, 1938 (Saka)

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**COMPOSITION OF THE COMMITTEE ON THE WELFARE OF SCHEDULED
CASTES AND SCHEDULED TRIBES (2015-2016)**

Shri Faggan Singh Kulaste - Chairperson

MEMBERS - LOK SABHA

2. Dr. Ravindra Babu
3. Shri Santokh Singh Chaudhary
4. Shri R. Dhruvanarayana
5. Dr. K. Gopal
6. Shri Ramesh Jigajinagi
7. Shri Rattan Lal Kataria
8. Dr. Virendra Kumar
9. Shri Balabhadra Majhi
10. Smt. Pratima Mondal
11. Shri Kariya Munda
12. Prof. Seetaram Ajmeera Naik
13. Shri Ram Chandra Paswan
14. Smt. Kamla Devi Patle
15. Dr. Kirit Solanki
16. Shri Ajay Tamta
17. Shri Krupal Balaji Tumane
18. Shri Bhanu Pratap Singh Verma
19. Adv. Chintaman Navsha Wanaga
20. Shri Vishnu Dayal Ram

MEMBERS – RAJYA SABHA

21. Shri Ramdas Athawale
22. Smt. Sarojini Hembram
23. Shri D. Raja
24. Dr. Vijaylaxmi Sadho
25. Shri Nand Kumar Sai
26. Shri Jesudasu Seelam
27. Shri Veer Singh
28. Smt. Wansuk Syiem
29. Shri S. Thangavelu
30. Mahant Shambhuprasadji Tundiya

SECRETARIAT

- | | | | |
|----|------------------------|---|---------------------|
| 1. | Dr. Ravindra Garimella | - | Joint Secretary |
| 2. | Shri D.R. Shekhar | - | Director |
| 3. | Shri Vinay P. Barwa | - | Deputy Secretary |
| 4. | Ms. Pooja Kirthwal | - | Committee Assistant |

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 Sixth Report (Sixteenth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes 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 Jawaharlal Nehru University".

2. The Committee also undertook an on-the-spot study visit of Jawaharlal Nehru University on 21.08.2015 for in-depth examination on the subject. The Committee wish to express their thanks to the officers of the Ministry of Human Resource Development (Department of Higher Education) and Jawaharlal Nehru University 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 01.04.2016.

New Delhi;
27 April, 2016
7 Vaisakha , 1938(Saka)

FAGGAN SINGH KULASTE
Chairperson,
Committee on the Welfare of
Scheduled Castes and
Scheduled Tribes.

REPORT

INTRODUCTION

Jawaharlal Nehru University, established in 1966, is a fitting National Memorial to Pandit Jawaharlal Nehru, a great statesman and visionary. Formally inaugurated on 14 November, 1969 by Shri V.V. Giri, then President of India, the University laid down it as “disseminate and advance knowledge, wisdom and understanding by teaching, research; and by the example and influence of its corporate life to promote the study of the principles for which Jawaharlal Nehru worked during his life-time, namely national integration, social justice, secularism, a democratic way of life, international understanding and a scientific approach to the problems of society”.

2. In wake of increasing incidents of caste discrimination and prejudiced attitude against the SC/ST teaching and non-teaching employees, the Committee, therefore, undertook examination of reservation policy being implemented in Jawaharlal Nehru University in particular as part of the subject - “Role of Educational Institutions including Universities, technical, medical and engineering in socio-economic development of SCs & STs” selected by the Committee on the Welfare of Scheduled Castes and Scheduled Tribes for examination and report during the year 2015-16.

3. In order to carry out in depth analysis in the matter, the Committee undertook an on-the-spot study visit of Jawaharlal Nehru University on 21 August, 2015 to hold discussions with SC/ST Teachers/Employees Welfare Association, SC/ST students and Vice-Chancellor, Jawaharlal Nehru University to inspect the rosters and hear out the grievances/complaints of SC/ST teachers, employees and students of Jawaharlal Nehru University.

RESERVATION & RECRUITMENT PROCEDURES

4. The Committee have been informed that subject to the provision of the JNU Act, the Statutes and the Ordinances, the Executive Council shall, in addition to any other powers vested in it, have the powers, inter-alia-

(i) To appoint such Professors, Readers, Lecturers, Senior Fellows, Fellows, Associate Follows and other members of the teaching staff as may be necessary, on the recommendations of the Selection Committees constituted for the purpose, and to provide for filling up temporary vacancies therein;

(ii) To create administrative, ministerial and other necessary posts and to make appointments thereto;

5. It has also been stated that the University had adopted the rules/guidelines issued by DOPT Letter No. 36012/2/96-Estt.(Res.) dated 02.07.1997, MHRD DO letter No. 4017/3/2000/II dated 29.08.2000 and UGC letter No. F.1-5/2006 (SCT) dated 25.08.2006 for implementation of reservation policy in teaching staff. Also the Executive Council, vide Resolution No.5.18/EC dated 20.04.1983 made the provision of reservation for schedules castes and schedules tribes to the extent of 15% and 7.5% respectively. The Executive Council further resolved that "Centres/Schools, who do not have any SC/ST candidate on its faculty, would endeavour that at least one post at the level of Assistant Professor is filled from SC/ST candidates, in the next year or so by the end of the Sixth Plan Period".

6. It was further informed that the Executive Council, vide Resolution 04 at its meeting dated 30.10.2000 resolved to approve the implementation of post based roster in teaching post up to the level of Assistant Professor w.e.f. 30.10.2000 and further vide EC Resolution No. 6.9 dated 13.07.2011 resolved to approve operating the SC/ST/OBC's post based reservation rosters at the level of School/Special Centre alongwith grouping of certain Schools/Special Centers for providing reservation, separately for each cadre of faculty posts, and closing the current

rosters in pursuance to Executive Council decision dated 5.4.2011 to maintain School-level rosters and also as per recommendation of the Standing Committee on SC/ST meeting held on 27.04.2011.

7. It was also stated that the University had opened 200 points roster for cadre wise faculty posts (Assistant Professor, Associate Professor & Professor).

Teaching

8. On being asked about the total sanctioned strength of various teaching posts (category wise) and number of vacant posts of SC & ST employees, JNU in its written reply stated that the total sanctioned strength of teaching post as on June 30, 2015 was 909 [Professor 205; Associate Professor 366; Assistant Professor 338] out of which 346 [Professor 101; Associate Professor 154; Assistant Professor 91] were unfilled respectively, wherein 73 posts were unfilled for SCs [19, 40, 14] and 43 posts were unfilled for STs [12, 22, 09]. The complete faculty list and faculty appointed under SCs/STs Categories is enclosed (**Annexure A & Annexure B**). This is also placed at the Intranet Portal [link Academic Branch] on [website: www.jnu.ac.in](http://www.jnu.ac.in)

9. The Committee have been informed that reservation for SC & ST is applicable for the post of Assistant Professor since 1982. Reservation for the post of Professor and Associate Professor was applicable since 11.04.2007 (EC Resolution No. 6.7 dated 11.04.2007). However, it was actually implemented after adoption of UGC Regulations' 2010 by the University in 2011 and the 1st Advertisement with SC/ST reservations for Professor/Associate Professor was released in November 2011, vide Advertisement No. RC/41/2011.

10. It was also stated that the vacancies at the level of Assistant Professor were lying vacant since 2012 and at the level of Professor and Associate Professor since 2013. The details are as under:

Posts	Total Posts advertised since 2011 after the adoption of new UGC Regulations' 2010		Selection made Since 2011		Vacant	
	SC	ST	SC	ST	SC	ST
Professor	26	12	08	-	18	12
Associate Professor	51	23	12	02	39	21
Assistant Professor	26	15	15	10	11	05
Total	103	50	35	12	68	38

11. It was also stated that the University had advertised vacancies available at all the levels of teaching posts i.e. Professor, Associate Professor and Assistant Professor, vide Advt. No. RC/39/2009. In the meantime, UGC notified UGC Regulations' 2010 which stipulated adoption of the Regulations by University's Statutory Bodies, therefore, the University had to scrap Advt. No. RC/39/2009. The Academic Council and the Executive Council of the University adopted the new UGC Regulations' 2010 vide its meeting held on 10.5.2011 and 13.7.2011 respectively.

12. It was also informed that all the posts reserved for SCs and STs where no candidate had been found, have been re-advertised in the next advertisement.

13. On being enquired about the reasons for not filling up of these posts, JNU in their written reply stated that the main reasons for not filling up the vacant positions was that in some cases no candidates had applied, particularly at the level of Professor/Associate Professor, and in a few cases candidates had applied but did not fulfill the essential qualifications and specializations advertised. In some cases the candidates had not made up to the prescribed Academic Performance Indicators

(API) score. Finally, in some cases the Selection Committees had not recommended the candidate(s) for appointment:

14. The Committee further enquired about the time frame planned to fill up these posts and the steps taken to fill up the reserved posts of Professors, Associate Professors and Assistant Professors and non-teaching staff to which JNU in a written reply stated as under:

1. At present the University is holding around 8-10 Selection Committees for filling up the vacant faculty positions every month which will add to the existing strength of filled in positions in the next few months.
2. The entire process/cycle of recruitment is very methodical and every step has to be completed/fulfilled before moving into the next step. Hence, it also becomes sometimes time consuming. It will take one to one and half years to fill the vacancies of SC/ST posts.
3. With the current/ongoing process of recruitment and positive responses especially at the level of Professor and Associate Professor, it is expected that at least 80% of the total reserved posts for these categories will be filled in the next twelve months. As the number of posts filled up at Assistant Professor clearly shows, there does not appear to be any difficulty in filling up posts at the level of Assistant Professor due to positive responses to the advertisements across all disciplines. However, even at current pace of efforts, it may take some time to fill all the reserved vacant posts at the level of Professor and Associate Professor because despite best efforts, no applications have been received for 09 posts of Professor and 08 posts of Associate Professor, reserved for SCs/STs respectively.

Non-Teaching

15. The Committee were informed in a written reply that the total sanctioned strength of non-teaching staff was 1565 and out of which Group 'A', 'B' & 'C' was 104, 259 & 1202 respectively. The vacant posts were 20, 54 and 248 respectively and specifically of SC/ST in respect of Group 'A', 'B' & 'C' were 01, 05, 18 and 00,02,09 respectively. (**Annexure C**)

16. It was also stated that all above vacant posts of SC and ST were of current recruitment cycle, which had fallen vacant on different dates in current recruitment cycle. Details with reasons for not filling the posts, time frame planned & steps taken

to fill up those posts are enclosed (**Annexure D**) It may be seen from the annexure that majority of posts have been advertised and after scrutiny of applications, screening tests etc., Selection Committees are being scheduled as per availability of the Experts.

17. In a written reply Committee have been apprised regarding the details of advertisements and filling up of vacant teaching posts (SC/ST) since 2006:

Advertisement of vacant posts made in last 10 yrs.		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	Total
SC	<i>Fresh</i>	—	—	4	—	—	13	56	—	17	17	103
	<i>Backlog</i>	8	—	—	—	—	—	1	2	42	13	-
ST	<i>Fresh</i>	—	—	1	—	—	7	26	—	10	7	50
	<i>Backlog</i>	3	—	—	—	—	—	2	2	30	7	-
Total	<i>Fresh</i>	—	—	5	—	—	20	82	—	26	23	153
	<i>Backlog</i>	11	—	—	—	—	—	3	4	73	21	-

Recruitment of above vacant posts made in last 10 yrs		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	Total
SC	<i>Fresh</i>	—	—	—	—	—	—	5	11	11	4	31
	<i>Backlog</i>	6	—	—	—	—	—	—	1	3	-	10
ST	<i>Fresh</i>	—	—	—	—	—	—	4	-	1	4	09
	<i>Backlog</i>	1	—	—	—	—	—	—	1	1	1	04
Total	<i>Fresh</i>	—	—	—	—	—	—	9	11	12	8	40
	<i>Backlog</i>	7	—	—	—	—	—	—	2	4	1	14

18. It was further stated that the Executive Council of JNU in its meeting held on 13 July, 2011 resolved to approve operating the SC/ST/OBC and PH category's post-based reservation rosters at the level of School/Special Centres for providing reservation, separately for each cadre of faculty posts, and closing the

current rosters in pursuance to Executive Council decision dated 05.04.2011 to maintain School-Level rosters and also as per recommendations of the Standing Committee on SC /ST meeting held on 24.04.2011.

19. Jawaharlal Nehru University in its written reply had stated that since the University had adopted the new reservation roster system replacing the previous one, therefore all the previously allocated roster points become infructuous and new roster points had been re-allocated to all the vacant teaching posts including backlog reserved posts, by following Government of India's reservation policy. Accordingly, the University advertised all the vacant posts afresh as per the new reservation roster points and as per new UGC Regulations, 2010.

20. On being asked the procedure of Selection Committee for teaching, Jawaharlal Nehru University in its written reply stated as under :-

(i) **Professor**

For direct recruitment of Professor in the University, consolidated API scores of 400 points is required alongwith other specified eligibility qualifications stipulated in the UGC Regulations' 2010. Interview criterion, out of 100 points, shall be as follows:

- a) Academic Background 20%
- b) Research Performance and quality of publications 40%
- c) Assessment of Domain Knowledge and Teaching Skills 20%
- d) Interview Performance: 20%

The constitution of the Selection Committee for the post of Professor is as under:

- Vice-Chancellor : Chairperson
- Visitor's Nominee
- Three Experts from the panel approved by EC
- An academican representing the SC/ST/OBC/Miniority/ Women/Differently Abled if any of the candidates belongs to these categories, to be nominated by the VC in case none of the above members of the Selection Committee belongs to that category
- Chairperson of the Centre
- Dean of the School

(ii) **Associate Professor**

For direct recruitment of Associate Professor in the University, consolidated API scores of 300 points is required alongwith other specified eligibility qualifications stipulated in the UGC Regulations' 2010. Interview criterion, out of 100 points, shall be as follows:

- a) Academic Background 20%
- b) Research Performance and quality of publications 40%
- c) Assessment of Domain Knowledge and Teaching Skills 20%
- d) Interview Performance: 20%

The constitution of the Selection Committee for the post of Associate Professor is as under:

- Vice-Chancellor : Chairperson
- Visitor's Nominee
- Three Experts from the panel approved by EC
- An academician representing the SC/ST/OBC/Miniority/ Women/Differently abled if any of the candidates belongs to these categories, to be nominated by the VC in case none of the above members of the Selection Committee belongs to that category
- Chairperson of the Centre
- Dean of the School

(iii) **Assistant Professor**

For direct recruitment of Assistant Professor in the University, weightage to be considered for selection alongwith other specified eligibility qualifications shall be as stipulated in the UGC Regulations' 2010. Interview criterion, out of 100 points, shall be as follows:

- a) Academic Record and Research Performance: 50%
- b) Assessment of Domain Knowledge and Teaching skills: 30%
- c) Interview Performance: 20%

The constitution of the Selection Committee for the post of Assistant Professor is as under:

- Vice-Chancellor : Chairperson
- Visitor's Nominee

- Three Experts from the panel approved by EC
- An academician representing the SC/ST/OBC/Minority/ Women/Differently abled if any of the candidates belongs to these categories, to be nominated by the VC in case none of the above members of the Selection Committee belongs to that category
- Chairperson of the Centre
- Dean of the School

21. In a written reply Committee have also been apprised regarding the details of advertisements issued for recruitment of non teaching staff since 2006 as under :

Advertisement of vacant posts made in the last 10 years	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	Total
SC	02	02	01	02	00	13	02	09	12	03	46
ST	00	00	00	02	07	07	09	10	07	02	44
Total	02	02	01	04	07	20	11	19	19	05	90

Recruitment of above posts made in the last 10 years	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	Total
SC	02	00	01	00	00	04	02	04	05	02	20
ST	08	00	00	01	01	06	09	04	10	01	40
Total	10	00	01	01	01	10	11	08	15	03	60

22. The Committee have been informed that the Selection Committee selects the candidates based on the criteria adopted by the University which comprised of different parameters to evaluate the candidates. The parameters Selection Committee usually adopts are Academic/Professional Qualification, Experience, Personality and content of replies given by the candidates in the interviews.

23 It was further informed that the composition of Selection Committee for posts of D.R/A.R./D.L./A.L./CSO/Director, CIS etc. and equivalent posts of Group "A" is as follows:

- Vice Chancellor : Chairperson
- An Academician (Chancellor's nominee)
- Three experts in the concerned field out of the list recommended by the V.C. and approved by EC

- Dean of the School/ Chairperson of the Centre/ Head of concerned Department.

24. Further the composition of Selection Committee upto the level of Section Officer (Group-B) is as follows :

- Registrar : Chairperson
- VC's Nominee
- Head of Deptt. for Technical and Library
- D.R. (SC/ST/OBC) Cell, as Member
- D.R. (Admn.) – Member Secretary

25. One post of Security Assistant could not be filled during Selection Committee meeting held on 07 Apr 2011 as no candidates from SC category appeared for the interview. However, the vacancy was advertised again for SC candidates and subsequently post was filled from SC candidate.

BACKLOG & STAFF STRENGTH

26. In a written reply Committee were furnished information relating to staff strength, Grade A, B, C and D posts in JNU with regard to non-teaching staff as on 30.06.2015 as under:

Category of posts	Total No. of employees in position	Number of		Percentage of total		Shortfalls	
		SCs	STs	SCs	STs	SCs	STs
A	84	14	05	16.66	5.95	01	00
B	205	42	19	20.49	9.27	05	02
C	954	281	53	29.45	5.55	18	09
Total	1243	337	77	27.11	6.19	24	11

27. Also Information relating to staff strength of teaching staff in JNU with regard to teaching staff as on 30.06.2015 is given as under:

Category of posts	Total No. of employees in position	Number of		Percentage of total		Shortfalls	
		SCs	STs	SCs	STs	SCs	STs
Professor	104	08	01	7.69	0.96	19	12
Associate Professor	216	11	02	5.09	0.92	40	22

Assistant Professor	247	30	10	12.14	4.04	14	09
Total	567	49	13	8.64	2.29	73	43

28. JNU in its written reply stated the details of the backlog vacancies at the level of Professor, Associate Professor and Assistant Professor as under:

	<u>SC</u>	<u>ST</u>
Professor	15	10
Associate Professor	23	14
Assistant Professor	01	01

29. It was stated that the University is trying its best for filling up the vacant backlog vacancies of faculty positions by re-advertising and also through Special Recruitment Drive. Further the University has also been sending the faculty advertisements to various Universities/ Institutes in India for wider information as well as uploading the same on the UGC/ MHRD portal. University has also decided to issue Rolling Advertisement to enable the prospective candidates apply throughout the year against recurring vacancies.

30. It was informed that with the current/ongoing process of recruitment in the JNU, it is expected that the above target will be achieved in the next one-year. it was further stated that the University has tentatively fixed Selection Committee meetings for three (03) backlog reserved positions i.e. Professor (Reserved for SC) and two posts of Associate Professor (one reserved for SC and one for ST) in the 3rd week of August, 2015.

31. The Committee were also informed that there was no backlog vacancy is pending in respect of non-teaching staff.

32. When enquired about the categories/posts in the JNU to which reservation orders do not apply and reasons thereof, JNU in their written reply stated that some

single cadre statutory posts are not subject to the reservation which are as under:

1. Vice Chancellor
2. Registrar
3. Finance Officer
4. Controller of Examination
5. Librarian

ROSTERS

33. On being asked regarding the procedure adopted by the University in the preparation of the roster it was informed that the University has adopted the rules/guidelines issued by the DOPT Letter No. 36012/2/96-Estt.(Res.) dated 02.07.1997, MHRD DO letter No. 4017/3/2000/II dated 29.08.2000 and UGC letter No. F.1-5/2006 (SCT) dated 25.08.2006 for maintenance and operation of the reservation rosters in accordance with above rules/ guidelines.

34. When enquired whether any complaint regarding faulty roster system from any person has been received by JNU and remedial measures taken in that regard, it was stated that an Email dated 14.06.2014 from Mr. Dayanath Nigam, Editor, Ambedkar in India, Khushi Nagar(U.P), alleging the violation of DOPT Letter No. 36012/2/96-Estt.(Res.) dated 02.07.1997 and UGC letter No. F.1-5/2006 (SCT) dated 25.08.2006. **(Annexure-E)**

35. The JNU vide letter No. SC/ST/OBC Cell/ 2497 dated 19.11.2014 replied inter-alia, that JNU has opened 200 points roster for cadre wise faculty posts (Assistant Professor, Associate Professor & Professor) at the level of School/Special Centre along with grouping of certain Schools/Special Centers for providing reservation, separately for each cadre of faculty posts and no department-wise cadres have been created. **(Annexure – F)**

SC/ST CELL & LIAISON OFFICERS

36. JNU in their written reply have stated the names of the Liaison Officers as under:

S.No.	Name	Department/School	Period
1	Prof. S.K. Thorat	Centre for Study of Regional Development School of Social Sciences, JNU	From 20.10.2000 up-to 28.05.2008
2	Prof. R.K. Kale	School of Life Sciences, JNU	From 29.05.2008 up-to 29.03.2009
3	Prof. D.K. Lobiyal	School of Computer & Systems Sciences, JNU	From 30.3.2009 till date (continuing)

37. On being asked how it is ensured that the Liaison Officers work independently without any pressure of Management i.e., Vice Chancellor and Registrar of JNU it was stated that the Liaison Officer gave his independent opinion on reservation matters for ensuring due compliance, for timely submission of reports and to ensure implementation of Reservation Policy as per guidelines received from MHRD/UGC from time to time.

GRIEVANCES/COMPLAINTS

38. On being asked about the pending grievances of SC/ST teaching and non-teaching staffs of the University and nature of the grievances, JNU in its written reply informed that none of such specific grievances of teaching staff including SCs/STs is pending in the University. It was further informed that among the non teaching staff following grievances were noted:

- (i) For grant of PB-4 with GP 8700/- to Sh. Kh. Siile Anthony, Deputy Registrar. Letter No. IX/415/2011/Admn I/2021 dated 16.03.2015 sent to the MHRD. The matter is pending with MHRD. **(Annexure - G)**
- (ii) For grant of pay parity to Sh. S.P. Singh, Deputy Registrar at par with Sh. Jit Singh, Deputy Registrar, J.N.U. Letter No. IX/11/78/Admn I/2209 dated 08.01.2014 and subsequent reminder of even no. 2700 dated 28.07.2014 sent to the MHRD. The matter is pending with MHRD. **(Annexure - H)**

- (iii) Letters received from Sh. Rambir, Professional Assistant for promotion to the post of Assistant Librarian reserved for SC category. However, SC/ST/OBC Cell has confirmed that the post in question falls under UR category. Hence, the case has no merit. However, the case has been forwarded to Liaison officer (SC/ST) for comments as per the order of VC. **(Annexure - I)**
- (iv) There was discrepancy in the documents of date of birth submitted by Sh. Ramay, who was appointed as Khalasi. It is being verified and inputs from some Govt. agencies are awaited. **(Annexure - J)**

FOREIGN TRAINING

39. On being enquired regarding the details of the teaching and non teaching staff sent for foreign training during the last three years and SCs/STs among them JNU in their written reply stated that none of the teaching staff has been sent for foreign training during last three years. Among the non teaching staff, two officers namely Sh. Shankar Dhar, Joint Registrar (Finance) and Sh. Manoj Kumar Manuj, AFO (S&P) were sent for foreign training by the University conducted by NIFM, Ministry of Finance. None of them are from reserved category.

SCHEMES FOR SC/ST STUDENTS

40. The Committee have been informed regarding the details of scholarships/fellowships and other schemes available to SC/ST students as enclosed at **(Annexure K)**. The Committee have further been informed that the Jawaharlal Nehru University has an Equal Opportunity Office (EOO), which was set up as the first of its kind in the country to aid and advise the students belonging to marginalized sections including the scheduled castes, schedules tribes and the physically challenged. List of the remedial courses offered by the Centres/Schools to the SC/ST students is given at **(Annexure L)**.

41. It was stated that the Linguistics Empowerment Cell of JNU was mandated to prepare each and every student of JNU to achieve command over language used in higher education and empower them so that they are able to receive what is being

offered in JNU. This was to ensure that the linguistic handicap does not become a cognitive handicap leaving a student frustrated. The student should ultimately be able to not only access but also be able to express his/her own creativity in the programs s/he may be pursuing in JNU. The programs conducted by the Linguistics Empowerment Cell help the student realize his/her full creative potential.

42. It was also informed that Mathematics & Statistical Cell of JNU offered courses (Basic & Advance level) on **(a)Mathematics, (b)Probability & Statistics** with computational techniques including training in the use of appropriate softwares and packages for the benefit of students and faculty members of JNU, who may be interested in acquiring basic domain knowledge and skills. Depending on the requirements and interest of candidates enrolled for the courses, it may consider to offer more advanced topics.

43. In a written reply the Committee were apprised about the list of Scholarship/Fellowship awarded to the SC/ST students.

- a. Rajiv Gandhi National Fellowship
- b. Dr. S. Radhakrishnan PDF in HSS/Languages
- c. Junior Research Fellowship/ Senior Research Fellowship
- d. Post Doctoral Fellowship

44. It was also stated that all SC/ST students (male/female) admitted to the academic programme in the University are allotted hostel.

RECOMMENDATIONS/OBSERVATIONS

45. The Committee are baffled to note with concern that despite there being provision of reservation at the Assistant Professor level there are still 14 SC and 9 ST vacancies unfilled. The Committee were also informed that reservation at the level of Professor & Associate Professor was implemented in JNU with effect from 2011. However there are still 19 SC & 12 ST posts lying vacant at the level of Professor and 40 SC & 22 ST posts at the level of Associate Professor. The Committee find it quite intriguing to note that out of the total posts advertised since 2011 after the adoption of new UGC Regulations 2010 at the level of Professor, Associate Professor there are 18, 39 and 11 SC and 12, 21 and 5 ST posts still lying vacant. The Committee are disconcerted by the litany of excuses put forth by JNU that either the candidates do not apply or do not fulfil the essential qualifications and specializations advertised to justify the current shortfall. The Committee express their grave displeasure on the insouciant attitude of JNU in this regard. The Committee would like to emphasize that SC/ST vacancy among faculty should be filled at earliest. The Committee would also like to be apprised of the number and details of applications received in response to the advertisement for the posts of Professor, Associate Professor and Assistant Professor and the grounds on which they were rejected. The Committee feel that inadequate representation of SC/STs in the teaching faculty in such a premier education institution points to a failure somewhere down the line in the educational system whereby students from the reserved categories are not able to come up to such educational standards required to be selected for the posts of Professors, Associate Professors and Assistant Professors. The Committee would like to stress that it is high time that JNU introspect on this

issue. The Committee would also like to recommend that necessary relaxation/concession should be provided to SC/ST applicants while considering their applications for these posts to increase their representation that would also act as a morale booster for the student community. The Committee would like to be apprised regarding the position of vacant positions in JNU and what steps are being proposed/contemplated to fill them.

46. The Committee have been informed that in respect of non-teaching staff there are no backlog vacancies. However, there is a shortfall of 24 SC and 11 ST vacancies among Group A, B & C posts. In this context, the Committee would like to recommend that these posts may be filled at the earliest. The Committee desire that for recruitment for multi-tasking staff/contracted appointments reservation should be provided for SC and ST. The Committee would like to stress that while making such appointments, preferences be given to SC/ST candidates. The Committee also note that there are categories/posts in JNU to which reservation orders do not apply viz. Vice-Chancellor, Registrar, Finance Officer, Controller of examination and Librarian. The Committee observe that there is no reservation available for these tenure posts which do not fall under teaching cadre. The Committee would like to recommend that the possibility of introducing rosters in these posts too be explored giving preference to eligible SC/ST officer so as to ensure representation of SCs/STs. With a view to facilitate participation of SCs/STs in policy matters, the Committee recommend that in Executive Council also there is an urgent need for the representation from SC/ST community.

47. The Committee are of the considered view that in a Government department, roster is a very important document as far as the Welfare and interest of the SCs and STs are concerned. It is the only mechanism through

which a watch is kept on the proper placement of SC/ST employees in their respective cadres against the vacancies reserved for them. Thus, the reservation policy will cease to have any significance if these are not maintained properly. The Committee, therefore, urge JNU to entrust the job of maintaining rosters to officers who are well versed and acquainted with reservation rules and maintain them strictly in accordance with the instruction laid down. Rosters should be inspected regularly by Liaison officer and inspection report should be properly kept. The Committee also recommend that the officers concerned for the maintenance of rosters as well as Liaison officers should be able to work independently free from any undue pressure and interference, for its proper maintenance they also need to be made accountable for discrepancies. For this purpose tenure of the Liaison officer must be fixed and the officer should function without the fear of his ACR getting spoilt. In case adverse ACR of Liaison officer is recorded it should be reviewed by the Board consisting of 5 Members (2 SC, 1 ST and two from general category). The Committee would also like to be apprised regarding whether the rosters are being inspected regularly in JNU and that the inspection report is maintained. The Committee may also be apprised whether any discrepancy has been noted by Liaison officers and remedial measures have been taken in this regard.

48. The Committee would like to be made aware of the composition of SC/ST cell functional in JNU and whether the officials serving therein belong to SC/ST category. The Committee are of view that since the Liaison officer is appointed to ensure due compliance of orders and instructions pertaining to reservation of vacancies in favour of SC/ST thus it is urged that in JNU Liaison officer should not be overburdened with other work. Notwithstanding this, any

lapse, negligence and dereliction of duty on his part, appropriate action be taken against him so as to ensure accountability in the office of Liaison officer. The Committee would further like to recommend that the Liaison Officer should also conduct meetings with SC/ST Teachers/Employees/Student Association and take account of the grievances of SC/ST, if any. The Committee also recommend that a complaint register should be maintained to record complaints/grievances of SC/ST employees clearly indicating date of receipt of complaint, nature of each case and its disposal.

49. The Committee are of the view that in an elite educational institute like JNU caste discrimination has no place; the Committee are, however, perturbed to note that there does exist caste prejudice and that the reserved category student's experience is indicative of overt and covert discrimination based on caste in this premiere University. The Committee strongly feel that social evil of caste discrimination continues to rot the social fabric of the country and its presence in the educational system is worrying. The right to education is conferred to the citizens of the country by our Constitution as a fundamental right. A degree from this institution is perceived as an empowerment in itself for those students who come from the backward classes. The Committee are deeply pained to say that instead of egalitarianism, the education system is functioning on the archaic arithmetic of entitlement, exclusion of caste. It is this exclusionary milieu that dissuades the SC/ST from completing their studies. They are always on the edge and have to deal with tremendous psychological pressure. The Committee would like to point out that most SC/ST students joining the JNU campus come from rural areas and, therefore, face language barriers. The Committee would, therefore, like to recommend that concession in evaluation of marks and

remedial coaching should be provided to these students. The Committee would further like to recommend an evaluation system must be in place for checking the discrimination and to plug the dropout rates of SC/ST students. The Committee also would like to point out that while SC/ST students clear written examination with flying colours, they often fail interviews, which is indicative of latent caste discrimination on part of college authorities and teachers. The Committee thus would like to recommend that passing marks for interview be reduced for SCs/STs. The Committee would also like to recommend that economic support and funding should be provided by the Government/UGC to SC/ST students for sustenance.

50. The Committee are perturbed to note that in teaching faculty and non-teaching staff, none of SCs/STs from JNU has been sent for foreign training during the last three years. The Committee take a serious note of it and strongly recommend that both SC/ST students and teachers should be given the opportunity for foreign visits for attending seminars, symposiums, workshops, tutorials etc., so as to broaden their horizons in the field of education. The Committee would like to be apprised regarding the initiatives undertaken by the University Administration with a view to encourage the foreign training of teaching and non-teaching staff.

51. The Committee note that although a number of scholarships/fellowships programmes along with various other schemes are available for SC/ST students, whether these meet the requirements of SC/ST students presently in the campus is to be assessed. However, if not, whether there is a proposal for providing new schemes or increasing the number of beneficiaries under the present schemes. The Committee would further like to recommend that hostel facility may be extended to all SC/ST students. The Committee may also be

apprised regarding the number of SC/ST students enrolled in JNU vis-a-vis the number of SC/ST students provided hostel accommodation. The Committee would further like to know about the procedure vis-a-vis the allotment of hostel accommodation to students and whether any reservation is provided to SC/ST students or not.

52. The Committee would like to assert that in order to annihilate the hydra headed monster of caste only admissions through reservation will not suffice. The Committee would thus like to recommend that proper training and civic education to both teachers and students to enhance the skill and competence level of students. This will further facilitate the process of eradicating prejudice and developing capabilities to deal with diversity and difference. The Committee would like to recommend that it is high time that there be an enactment of a separate dedicated law against discrimination of SC/ST in college/Universities as in case of gender discrimination and ragging. Thus bringing to book all perpetrators of such unconstitutional practices in what are supposed to be temples of learning. The Committee would further like to recommend that irrespective of the reservation policy, there should be provision to give representation to reserved category students and teachers on all bodies of the University/college and enable them to participate in Policy and governance matters. This in the Committee's opinion would be a much better safeguard against the policies and rules detrimental to their interests.

New Delhi;
27 April, 2016
7 Vaisakha, 1938(Saka)

FAGGAN SINGH KULASTE
Chairperson,
Committee on the Welfare of
Scheduled Castes and
Scheduled Tribes.

**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES
(2015-2016)**

(SIXTEENTH LOK SABHA)

NINETEENTH SITTING

(01.04.2016)

MINUTES

The Committee sat from 1430 hrs. to 1600 hrs. in Committee Room "B", Ground Floor, Parliament House Annexe, New Delhi.

PRESENT

Shri Faggan Singh Kulaste - Chairperson

MEMBERS

LOK SABHA

2. Dr. Ravindra Babu
3. Shri R. Dhruvanarayana
4. Dr. K. Gopal
5. Shri Rattan Lal Katariya
6. Smt. Pratima Mondal
7. Shri Kariya Munda
8. Prof. Seetaram Ajmeera Naik
9. Shri Ram Chandra Paswan
10. Dr. Kirit Premjibhai Solanki
11. Shri Ajay Tamta
12. Shri Krupal Balaji Tumane
13. Shri Bhanu Pratap Singh Verma
14. Shri Chintaman Navsha Wanaga
15. Shri Vishnu Dayal Ram

RAJYA SABHA

16. Smt. Sarojini Hembram
17. Shri D. Raja
18. Smt. Wansuk Syiem
19. Shri S. Thangavelu
20. Mahant Shambhuprasadji Tundiya

SECRETARIAT

1. Shri Ravindra Garimella, Joint Secretary
2. Shri D. R. Shekhar, Director
3. Shri Vinay Pradeep Barwa, Deputy Secretary
4. Shri Mukesh Kumar, Under Secretary

WITNESSES

MINISTRY OF SOCIAL JUSTICE AND EMPOWERMENT

- | | | |
|------------------------|---|------------------------------|
| 1. Ms. Anita Agnihotri | - | Secretary |
| 2. Shri Arun Kumar | - | Additional Secretary |
| 3. Shri B.L. Meena | - | Joint Secretary (BC & SCD-A) |
| 4. Ms. Aindri Anurag | - | Joint Secretary (SCD-B) |
| 5. Ms. Indira Murthy | - | Joint Secretary (Admn.) |

NATIONAL COMMISSION FOR SCHEDULED CASTES

- | | | |
|--------------------------|---|-----------------|
| 1. Shri Arun Jha | - | Secretary |
| 2. Ms. Smita S. Chaudhri | - | Joint Secretary |

MINISTRY OF TRIBAL AFFAIRS

- | | | |
|----------------------------|---|-----------------|
| 1. Shri Shyam S. Agarwal | - | Secretary |
| 2. Shri Ashok Pai | - | Joint Secretary |
| 3. Shri Manoj Kumar Pingua | - | Joint Secretary |

NATIONAL COMMISSION FOR SCHEDULED TRIBES

- | | | |
|----------------------------|---|-----------------|
| 1. Shri Anil Kumar Agarwal | - | Secretary |
| 2. Shri Santosh Kumar | - | Joint Secretary |

MINISTRY OF PERSONNEL, P.G. AND PENSIONS

(DEPARTMENT OF PERSONNEL & TRAINING)

- | | | |
|-----------------------|---|------------------|
| 1. Ms. Archana Varma | - | Joint Secretary |
| 2. Ms. G. Jayanthi | - | Director |
| 3. Shri G. Srinivasan | - | Deputy Secretary |
| 4. Shri Debabarta Das | - | Under Secretary |

At the outset, the Chairperson welcomed the Members of the Committee. The Committee then considered the draft report 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 Jawaharlal Nehru University" and adopted the same with slight modification as per suggestions/observation made by the Hon'ble Members during the meeting. The Committee also authorized the Chairperson to finalise the report in the light of suggestions given by the Members.

2. Thereafter, the Committee called in the representatives of the Ministry of Social Justice and Empowerment, National Commission for Scheduled Castes, Ministry of Tribal Affairs and National Commission for Scheduled Tribes for having briefing on the subject "Examination of First Annual Report (2004-2005) and (2005-06) of National Commission for Scheduled Castes and Scheduled Tribes presented under Article 338(5) (d) & 338A (5) (d) of the Constitution of India respectively and to report as to the measures that should be taken by the Union Government in respect of matters within the purview of the Union Government".

3. At the outset, the Chairperson welcomed the representatives. A brief power point presentation on the subject was made by the representatives of the Ministry of Social Justice and Empowerment followed by Ministry of Tribal Affairs. Thereafter, the Members raised queries related to functioning of the Commissions with regard to safeguard of the interest of SCs/STs. The replies given by the representatives of the

Ministries/Commissions concerned were not satisfactory. The Committee also desired that updated ATR as laid since inception to till now may be supplied to Committee for examination. The Committee had, therefore, decided to hold further detailed discussion with the concerned Ministry/Commission separately.

4. The meetings was concluded.

(The witnesses then withdrew)

5. A copy of the verbatim proceedings of the sitting has been kept separately.

The Committee then adjourned.