

**COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(2017-2018)**

(SIXTEENTH LOK SABHA)

SIXTEENTH REPORT

ON

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

Action Taken by the Government on the recommendations contained in the Sixth Report (Sixteenth Lok Sabha) on “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 04.01.2018

Laid in Rajya Sabha on 04.01.2018



**LOK SABHA SECRETARIAT
NEW DELHI**

04 January, 2018/Pausa, 1939 (Saka)

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**COMPOSITION OF THE COMMITTEE ON THE WELFARE OF SCHEDULED
CASTES AND SCHEDULED TRIBES (2017-2018)**

Dr. Kirit P. Solanki - Chairperson

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27. Shri Pradeep Tamta
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- | | | | |
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| 2. | Shri D.R. Shekhar | - | Director |
| 3. | Shri V.K. Shailon | - | Deputy Secretary |
| 4. | Ms. Huma Iqbal | - | Sr. 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 Sixteenth Report (Sixteenth Lok Sabha) on the Action Taken by the Government on the recommendations contained in their Sixth Report (Sixteenth Lok Sabha) on “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” pertaining to the Ministry of Human Resource Development.

2. The draft Report was considered and adopted by the Committee on 02.01.2018.

3. The Report has been divided into the following chapters:-

- I Report
- II Recommendations/Observations which have been accepted by the Government.
- III Recommendations/Observations which the Committee do not desire to pursue in view of replies of the Government.
- IV Recommendations /Observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration.
- V Recommendations / Observations in respect of which final replies of the Government have not been received.

4. An analysis of the Action Taken by the Government on the recommendations contained in the Sixth Report (Sixteenth Lok Sabha) of the Committee is given in Appendix-II.

NEW DELHI
January, 2018
Pausa 1939 (Saka)

Dr.Kirit P.Solanki
Chairperson
Committee on the Welfare
of Scheduled Castes and
Scheduled Tribes

CHAPTER – I

REPORT

This Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes deals with the action taken by the Government on the recommendations contained in their Sixth Report (Sixteenth Lok Sabha) on “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”.

1.2 Sixth Report was presented to Lok Sabha and laid in Rajya Sabha on 27th April, 2016. It contained 8 recommendations/observations. Replies of the Government in respect of all these recommendations/observations have been examined and are categorised as under:-

- (i) Recommendations/Observations which have been accepted by the Government (45,52).
- (ii) Recommendations/Observations which the Committee do not desire to pursue in the light of the replies received from the Government (Sl. Nos.46, 49, 51).
- (iii) Recommendations/Observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration (Sl. Nos. 47, 48, 50).
- (iv) Recommendations/Observations in respect of which final replies of the Government have not been received (NIL).

1.3 The Committee will now deal with the Action Taken by the Government on those recommendations which need reiteration or comments.

Background Note

Recommendation (Sl. No. 45, Para No. 45)

1.4 The Committee are confounded to note 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 are also baffled 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 and Assistant there are 18, 39 and 11 SC and 12, 21 and 5 ST posts respectively 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 fulfill the essential qualifications and specializations advertised to justify the current shortfall. The Committee censure insouciant attitude of JNU in this regard. The Committee would like to emphasize that SC/ST vacancy among faculty should be filled at the 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 premiere 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 such educational standards required to be selected for the posts of Professors, Associate Professors and Assistant Professors. The Committee would like the JNU to 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.

Reply of the Government

1.5 It is submitted that the reservation for SC& ST is applicable for the post of Assistant Professor since 1983. Reservation for the post of Professor and Associate Professor has been applicable since 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 at the level of Assistant Professor, Associate Professor and Professor was released in November, 2012 vide Advertisement no. RC/44/2012. It may be mentioned that the vacancies at the level of Assistant Professor are lying vacant since 2012 and at the level of Associate Professor since April, 2013. The status of the faculty positions as on 30.09.2016 are as under:

Posts	Posts advertised since 2011 till 31, July, 2015		Posts advertised from 01 August, 2015 to 30 June, 2016		Total posts advertised as on 30.06.2016	
	SC	ST	SC	ST	SC	ST
Professor	26	12	02	01	28	13
Associate Professor	51	23	01	01	52	24
Assistant Professor	26	15	02	01	28	16

Posts	Selection made since 2011 till 31, July, 2015		Selection made from 01 August, 2015 to 30 September, 2016		Total selection made as on 30.06.2016	
	SC	ST	SC	ST	SC	ST
Professor	08	00	05	01	13	01
Associate Professor	12	02	09	03	21	05
Assistant Professor	15	10	08	00	23	10

1.6 It is also submitted that the University as per UGC rules has a provision for relaxation of 5% from 55% to 50% of the marks at the Master's level to the candidates belonging to SC/ST/PWD categories.

1.7 The faculty positions reserved for SCs and STs which are not filled-up, despite several efforts made by the University, will be re-advertised very soon under Special Recruitment Drive. The details of faculty positions (reserved for SCs & STs) advertised by the University are given below:

Sl.No.	Advt.No.	Date of Publishing	Reasons for non-fulfilment
(i)	RC/42/2011	26November, 2011	The reasons for again and again re-advertising the faculty positions or not filling up the vacant positions are that in some cases no candidates have applied particularly against post at higher level of Professor/Associate Professor, and in a few cases candidates have applied but do not fulfill the essential qualifications and specialization advertised as confirmed during the short listing by the Screening Committees. In some other cases the candidates have not met the requirement of API(Academic Performance Indicator) score and its verification by IQAC(Internal Quality
(ii)	RC/44/2012	17 November,2012	
(iii)	RC/45/2013	20 July, 2013	
(iv)	RC/47/2014	11 January, 2014	
(v)	RC/48/2014	22 March, 2014	
(vi)	RC/49/2014	29 November, 2014	
(vii)	RC/50/2015	25 April, 2015	

			Assurance Cell) has vetted the same. In some cases the Selection Committees were conducted, the Committees did not find the candidate(s) suitable for the posts/selection. As such all these posts are to be re-advertised.
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The detailed information of posts and applications received for vacancies of SCs& STs are enclosed at **Annexure-I**.

It may also be worth to mention that the University is scheduling the Selection Committee meeting for the posts reserved for SC/ST/PWD even with a single shortlisted candidate.

All necessary efforts are being made to fill all vacancies in teaching posts reserved for SCs/STs categories are soon possible with minimum qualifications. This time the posts will be open to all subjects/disciplines/streams of the concerned Schools/Centres.

Comments of the Committee

1.8 The Committee take a serious view of the fact that even after lapse of more than 05 months from date of presentation of report , Ministry of Human Resource Development have not been able to fulfill the vacant post in the grade of Professor, Associate Professor and Assistant Professor. There are still 13 vacancies in Professor grade, 30 vacancies in Associate Professor grade and even 3 vacancies in the grade of Assistant Professor. The Committee feel that there are no dearth of talent in availability of SC and ST candidates fulfilling the required posts. The Committee feel that there is a lack of opportunity or deprivation of opportunities to SC/ST candidates. Hence, they are not able to collect or exhibit the required norms/standard fixed by the UGC. It is seen that

several times SC and ST candidates get disqualified due to minor points on technical grounds which can be done away with providing them small relaxation in criteria fixed. It is a matter of concern that most SC and ST candidates come from rural backgrounds where avenue of educational opportunities are limited and hence despite having the required talent they are unable to deliver it in the form of percentage of marks. Hence, the Committee feels that it is imperative that the required standard of qualifications/criteria fixed may be relaxed to have a full representation of academic side in the Universities including JNU.

Recommendation (Sl. No. 46, Para No. 46)

1.9 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. The Committee would like to recommend that these posts may be filled at the earliest. The Committee would also like to urge 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 should 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 officers so as to ensure representation of SCs/STs in policy matters, the Committee recommend that in Executive Council there is an urgent need for the representation from SC/ST Community.

Reply of the Government

1.10 Status of vacant posts: Out of 35 vacant posts(24 SCs & 11STs) during 30.06.2015, 03 posts(i.e. 02 SCs & 01 ST) have already been filled. Rest of the vacant posts are at different stages of recruitment process as mentioned below:

SI.No	Name of the post	Vacant post		Remarks
		SC	ST	
1.	Deputy Registrar	01	00	Post is being advertised & will be filled soon
2.	Personal Assistant	04	01	Post is being advertised & will be filled soon
3.	Semi-professional Assistant	00	01	Post is being advertised & will be filled soon
4.	Sr.Lab. Assistant(Store)	00	01	Post is being advertised & will be filled soon
5.	Lab Attendant	02	00	Post is being advertised & will be filled soon
6	Stenographer	02	01	Skill test for 02 posts has already been conducted. Written test will be conducted shortly. 01 post is being advertised.
7.	Jr.Assistant cum Typist	06	03	08 posts have been advertised vide 3/2013/Admn.i. on 19.10.2013. Screening Skill Test, Written examination has been conducted. Result of written examination is awaited. Department test conducted for 01 post. However, no Sc candidate qualified the ski;; test. Next test will be conducted shortly.
8.	Mess Helper	02	01	Post is being advertised & will be filled soon
9.	Multi-tasking staff	04	02	Post is being advertised & will be filled soon
10.	Animal Attendant	01	00	Post is being advertised &

				will be filled soon
	Total	22	10	

- (a) Reservation for SC and ST in recruitment of Multi-Tasking Staff:** The University is following the extant reservation rules of Govt. of India/UGC/MHRD for recruitment of Multi-Tasking Staff(MTS).
- (b) Reservation in appointment of Contractual Staff:** Some manpower is being out-sourced in the University through various private agencies. These agencies recruit their manpower and it is beyond the purview of University Administration. However, in line with the recommendations of Parliamentary Committee to provide adequate opportunity to the weaker sections of the society in their recruitment and to make all possible efforts to ensure appointment of desired percentage of SC/ST candidates. The University shall direct all such agencies to provide persons belonging to these categories also to make up their representation in such services. Further , the University will ensure adequate percentage of SC/ST personnel outsourced through agency in future contracts.
- (c) To explore possibility of introducing rosters in the posts of Vice-Chancellor, Registrar, Finance Officer, Controller of Examinations and Librarian:** The above point has been examined by the University. In this connection, it is to be informed that the post of Vice-Chancellor is being filled-up by the MHRD on the recommendations of Selection Committee. The remaining posts are also statutory and tenure of these posts is 05 years. The University is exploring all possibilities as recommended by Parliamentary Committee. Accordingly, a letter bearing No.Admn.III/SCT/2016/2391 dated 01st July, 2016(copy enclosed at Annexure-II) has been sent to University Grants Commission(UGC) for examination and exploring the possibility of introduction of

rosters in above said posts. Further, a Committee has been constituted at the University level to explore the possibility of extending reservation to the single posts including Registrar, Finance Officer, Controller of Examinations and Librarian in the University(copy of Notification is enclosed at Annexure-III)

Comments of the Committee

1.11 The Committee are concerned to note that out of 35 vacancies in non-teaching staff only 03 vacancies have been filled up by JNU. Also, performance of JNU in fulfilling the vacancies shows that they are not serious to the recommendations of the Committee to fill up vacancies for SC and ST. The Committee, however, appreciate the Ministry that in contractual staff posting, due representation of SC and ST have been agreed and effort are being made by JNU and they have sent a letter to UGC for examination and exploring the possibility of introduction of roster for the post of Vice Chancellor, Registrar, Controller of Examinations, Finance Officer and Librarian so that SC and ST candidates can also have a representation in policy matters of the University.

Recommendation (Sl. No. 47, Para No. 47)

1.12 The Committee are of consolidated 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 but also be made accountable for discrepancies. The Committee would also like to be apprised regarding whether the rosters are being inspected regularly in JNU and that the inspection report maintained. The Committee may also be made aware whether any discrepancy has been noted by Liaison officers and remedial measures taken thereto.

Reply of the Government

1.13 The University has adopted/implemented reservation policy of the Govt. of India/MHRD/UGC in respect of SC/ST to provide reservation to SC(15%) and ST(7.5%) both in teaching posts i.e. Assistant Professor was implemented vide EC Resolution No. %.18 dated 20.04.1983 and Professor & Associate Professor vide EC Resolution No. 6.7 dated 11.04.2007. The reservation was actually implemented after adoption of UGC Regulations, 2010 by the University in 2011. The post-based Reservation Roster was implemented vide EC Resolution No. 4 dated 30.10.2000 and EC Resolution No. 6.9 dated 13.07.2001 by grouping of certain Schools/Centres on the recommendations of Standing Committee on SC/ST and approval of the Executive Council of the University. Accordingly, the University has maintained 200 points roster for Schools/Centres group-wise faculty posts(Assistant Professor, Associate Professor and Professor).

The Liasion Officer(SC/ST/PWD) is not a full time officer being a faculty member of the University. In the past, a faculty member from SC/ST category has been appointed as Liasion Officer who works independently without fear and pressure with regard to the

opinion on reservation matters. The Rosters have been inspected time to time by liaison officer and as such no discrepancy has been noticed in the Rosters.

Further, it is submitted that the officials of the DoPT inspected the Rosters during the visit of the Parliamentary Committee and felt satisfaction. However, as desired by the UGC vide letter No. F.1.1/2012(CU) dated 29.12.2015 and D.O. No. F.12-2/2015(CU) dated 23.02.2016, the University has decided to maintain single cadre Rosters(i.e. Assistant Professor, Associate Professor & Professor) instead of Schools/Centres group –wise, which will be placed in the next Executive Council for consideration and adoption/approval before implementation.

Comments of the Committee

1.14 The Committee appreciate that JNU has decided to maintain single cadre rosters instead of Schools/Centres group wise roster which will be placed in the next Executive Council for consideration and adoption/approval before implementation. The Committee again reiterates that post of liaison Officer should be permanent and free from any undue pressure. The Committee also recommend that there should be proper training of Liaison Officer in DoPT therefore before giving him charge and before appointing Liaison officer SC/ST Association may also be taken into confidence. The Committee are of the view that appointing a faculty Member for this post will not do justice to this post because a faculty Member will not be able to give the required time and attention to the work of a liaison officer from his busy schedule.

Recommendation (Sl. No. 48 Para No. 48)

1.15 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 the 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 JNU is urged that Liaison officer should not be overburdened with other work. Notwithstanding this any lapse, negligence and dereliction of duty on his part, appropriate action should 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.

Reply of the Government

1.16 The University had set up SC/ST Cell in march, 1984, in terms of the UGC letter No. F.9-323/83(SCT dated 03 May, 1983 , to ensure implementation of the reservation policies/orders and instruction issued by the Govt. of India from time to time, with the following staff sanctioned by the UGC:

1.	Deputy Registrar	-	01
2.	Section Officer	-	01
3.	Statistical Assistant	-	01
4.	Assistant	-	01
5.	Steno-Typist	-	01
6.	Peon	-	01

Note: The officials serving in the SC/ST/OBC Cell, except Joint Registrar/Deputy Registrar, are from other categories. However, efforts will be made in due course to post SC/ST officials in the Cell.

1.17 The SC/ST/OBC Cell is looking after work relating to issue of reservation points, maintenance of Rosters, verification of caste certificates of SC/ST/OBC/PWD employees(teaching and non-teaching staff) and also caste verification of reserved category students at the time of admission. The University has also implemented OBC reservation in 1993. Subsequently, in the wake of reservation for OBCs and to ensure implementation of reservation orders for OBCs, the SC/ST Cell has been renamed as SC/STOBC Cell.

1.18 Besides above, the Cell is also looking after additional work relating to reimbursement of medical claims, empanelment of hospitals under MoU agreement, loans/advances for vehicles/computers, house building advances, festival advance, group linked insurance scheme, CGHS annual contribution, issuance of CGHS cards and all related correspondences. The University has decided that the work of the Cell will be bifurcated in such a manner that the staff designated to deal with SC/ST/OBC/PwD reservation matters are not assigned any other work, so that they pay adequate attention to their work.

1.19 Further, it is submitted that the University has set up an equal opportunity Office within the SC/ST/OBC Cell and a faculty member from reserved category has been appointed as Chief Advisor for a period of two years to look after the grievances/complaints of the students/employees of the University. A complaint register is already being maintained in the Office of Chief Advisor(EOO). The Equal opportunity Office is also looking after the welfare measures for PwD students(including providing wheelchairs, laptops and financial assistance) and conducting remedial courses for SC/ST/OBC(non-creamy layers)/minority communities. However, as recommended by the Parliamentary Committee, the liaison Officer will conduct periodical meetings with

SC/ST Teachers/Employees/Students Associations to take account of their grievances, if any.

Comments of the Committee

1.20 It is a matter of serious concern that inspite of the clear cut guidelines of DoPT that head of SC/ST cell appointed must belong to SC/ST category so that he may properly protect their interest however contrary to this, JNU has appointed Joint Registrar/Deputy Registrar from other category. The Committee hope that the University would ensure that all employees of SC/ST Cell come from reserved category in due course. Also, the working of SC/ST Cell must be regularly inspected by a Liaison Officer. The Committee again emphasize that the post of Liaison Officer be made permanent and he should also belong to the reserved category.

Recommendation (Sl. No. 49, Para No. 49)

1.21 The Committee are of the view that in an elite educational institute like JNU caste discrimination has no place however it is perturbed to note that there is an existence of caste prejudice and that the reserved category student's experience 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 education is worrying. The right to education is conferred to the citizens of the country by our constitution. Gaining higher education from the JNU is the hopes and aspirations of the youth of our nation. A degree from this institution is in itself an empowerment 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 barrier. The Committee would therefore like to recommend that remedial coaching should be provided to these students. The Committee would further like to recommend an evaluation system must be in place for catching 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 at interviews which is a clear indication of latent caste discrimination on part of college authorities and teachers. The Committee thus would like to recommend that qualifying marks for interview should be reduced for SCs/STs. The Committee would also like to recommend that economic support and funding should be provided to SC/ST students for sustenance.

Reply of the Government

1.22 The University has provision in place for offering remedial coaching classes for the benefit of students coming from varying backgrounds with medium of instruction other than English to improve their writing skills for research and other purposes. There is also provision in place under the Admission Policy regarding weight-age of written marks and viva-voce in the Entrance Examination to SC/ST and other categories. The overall pass marks (written as well as viva-voce marks) in the unreserved category is 40% whereas for SC/ST it is only 30%(relevant copies of detailed Admission Policy is enclosed at Annexure-IV).

The reservation for SC/ST/PWD in the admission process with regard to entrance examination is strictly followed as per the reservation policy of the Government of India/UGC.

The University always attends to cases of discrimination, if any reported, through various mechanisms like Liaison Officer for SC/ST and Chief Advisor, EOO, etc. and such grievances are generally settled satisfactorily.

Comments of the Committee

1.23 The Committee would like to point out that more concerted efforts are needed on part of the University to make reserved category students feel at home in the university. The Committee expect that the University would give a fair chance to reserved category students for admission and also in other competitive fields. A healthy, stress free environment can give a psychological edge to reserved category students to perform better and overcome their inhibitions. The Committee may be given a note on work done in furtherance to their recommendation.

Recommendation (Sl. No. 50, Para No. 50)

1.24 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.

Reply of the Government

1.25 There are negligible opportunities of foreign training in respect of non-teaching officials. However, University will take all possible steps to ensure participation of SC/ST officials in future training/seminar/symposiums/workshops.etc.

Comments of the Committee

1.26 The Committee are not satisfied with the scanty reply submitted by the Ministry and do not expect a premiere institute like JNU to submit such reply. The Committee further observe that perhaps there may be negligible opportunities of foreign training of non-teaching staff, but surprisingly the University is completely silent on the issue of foreign trips of teaching staff. The Committee therefore, would like to be apprised of the data regarding foreign trips undertaken by the teaching staff in last five years and number of SC/ST who attended these trips either for coaching, workshops or symposiums. The Committee also desire that University should take all possible steps to ensure participation of SC/ST officials in future training/seminar/symposiums/workshops.etc.

Recommendation (Sl. No. 51, Para No. 51)

1.27 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-à-vis the number of SC/ST students provided hostel accommodation. The Committee would further like to know about the procedure vis-avis the allotment of hostel accommodation to students and whether any reservation is provided to SC/ST students or not.

Reply of the Government

1.28 In this connection, it is submitted that the details of fellowships/scholarships being disbursed to SC/ST students are furnished below:

DETAILS OF SC/ST STUDENTS				
SCHOOLS	TYPE OF SCHOLARSHIPS	SC STUDENTS	ST STUDENTS	RATE OF FELLOWSHIP/DISBURSEMENTS
	CSIR	20	6	JRF- @Rs. 25000/-PM SRF- @ Rs. 28000/PM
SSS	JNU-MCM	4	5	RESIDENTS-@Rs. 2000/PM NON-RESIDENTS-@Rs. 800/-PM
	UGC NON-NET	31	24	RS. 5000/-pm AND Rs.8000/-pm AFTER PH.D CONFIRMATION
	UGC-JRF/SRF	25	10	JRF-@Rs. 25000/-PM SRF-@Rs. 28000/-PM
SLL&CS	JNU-MCM	77	51	RESIDENTS-@Rs. 2000/-PM NON-RESIDENTS-@ Rs. 800/-PM
	UGC NON NET	45	18	Rs. 5000/-PM AND Rs. 8000/-PM AFTER PH.D CONFIRMATION
	UGC-JRF/SRF	18	19	JRF-@ Rs. 25000/-PM SRF-@ Rs. 28000/-PM
SCIENCE SCHOOLS	JNU-MCM	22	9	RESIDENTS-@ Rs. 2000/-PM NON RESIDENTS-@ Rs. 800/-PM
	UGC NON-NET	8	3	Rs. 5000/-PM AND Rs. 8000 pm AFTER PH.D CONFIRMATION
	UGC-JRF/SRF	5	1	JRF-@ Rs. 25000/-PM SRF-@ Rs. 28000/-pm
	RGNF	36	27	JRF-@ Rs. 25000/-PM SRF-@ RS. 28000/-PM
SIS	JNU-MCM	6	7	RESIDENTS-@ Rs. 2000/-pm NON-RESIDENTS-@ Rs. 800/-PM
	UGC NON-NET	40	22	Rs. RS.5000/-PM AND RS. 8000/-PM AFTER PHD CONFIRMATION
	UGC-JRF/SRF	18	13	RS. 25000/-PM SRF-@ 28000/-PM
	MANF	STUDENTS ARE DIRECTLY GETTING THE SCHOLARSHIP FROM CANARA BANK		
	ICHR	STUDENTS ARE DIRECTLY GETTING THE SCHOLARSHIP INTO THEIR ACCOUNT		
	ICMR	0	4	
	ICCR	0	1	
	ICSSR	45	22	
	DBT/DST	7	2	
	TOTAL	407	244	

In addition, the following fellowship schemes are also available exclusively for SC/ST students:

- (a) Rajiv Gandhi National Fellowship(RGNF)
- (b) Special Fellowship for SC/ST and PWD students
- (c) Maulana Azad National Fellowship (MANF)-ST students also covered.

The University has not carried out any such assessment so far, whether these fellowships meet the requirement of SC/ST students as there is no mechanism for the same. Moreover, the amount of such fellowship is generally fixed by UGC.

Reservation, in terms of allotment of hostels, is provided as per reservation policy of Govt. of India i.e. 15% for SC and 7.5% for ST.

Course	Total Sc students who have applied for hostel in 2015-16	Total SC students who have been allotted hostel in 2015-16	Allotment percentage	Total ST students who have applied for hostel in 2015-16	Total ST students who have been allotted hostel in 2015-16	Allotment percentage
BA(Girls)	13	13	100%	05	05	100%
BA(Boys)	27	27	100%	12	12	100%
MA(Girls)	36	36	100%	12	12	100%
MA(Boys)	60	60	100%	25	25	100%
M.Phil/Ph.D(Girls)	40	40	100%	24	24	100%
M.Phil/Ph.D(Boys)	57	57	100%	29	29	100%
Total	233	233	100%	129	129	100%

Comments of the Committee

1.29 The Committee express their satisfaction that a wide range of scholarships are available for SC/ST students at Jawaharlal Nehru University .The Committee expect that maximum number of SC/ST students will be benefited from these scholarships giving their education a boost. The Committee also appreciate that

hostel facility is available to 100% students belonging to the reserved category in JNU.

Recommendation (Sl. No. 52, Para No. 52)

1.30 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/university 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 University/college and enable them to participate in policy and government matters. This in the Committee's opinion would be a much better safeguard against the policies and rules detrimental to their interests.

Reply of the Government

1.31 Liaison Officer for SC/ST is appointed by the University for redressal of complaints of SC/ST students/faculty/staff regarding reservation. Generally, all Selection Committees comprise of a member belonging to SC/ST category. The Chief Advisor of Equal Opportunity Office is generally from SC/ST category faculty who is appointed for redressal of other complaints regarding discrimination. The House Allotment Committee has included a member recently from the University SC/ST

Employees Association. The University also nominates members of SC/ST communities to different Committees/Bodies, etc. from time to time.

Comments of the Committee

1.32 The Committee take note of the efforts the University is taking to give equal opportunities to SC/ST students with their general counterparts. The Committee hope that in future also, the University would continue in its endeavour in providing equal opportunities to reserved category students and also teaching and non-teaching staff so that they are not subjected to prejudices which harm them career wise as well as psychologically.

CHAPTER - II

RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT

Recommendation (Sl. No. 45, Para No. 45)

2.1 The Committee are confounded to note 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 are also baffled 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 and Assistant 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 censure 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 premiere 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 such educational standards required to be selected for the posts of Professors, Associate Professors and Assistant Professors. The Committee would like the JNU to

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.

Reply of the Government

2.2It is submitted that the reservation for SC& ST is applicable for the post of Assistant Professor since 1983. Reservation for the post of Professor and Associate Professor has been applicable since 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 at the level of Assistant Professor, Associate Professor and Professor was released in November, 2012 vide Advertisement no. RC/44/2012. It may be mentioned that the vacancies at the level of Assistant Professor are lying vacant since 2012 and at the level of Associate Professor since April, 2013. The status of the faculty positions as on 30.09.2016 are as under:

Posts	Posts advertised since 2011 till 31, July, 2015		Posts advertised from 01 August, 2015 to 30 June, 2016		Total posts advertised as on 30.06.2016	
	SC	ST	SC	ST	SC	ST
Professor	26	12	02	01	28	13
Associate Professor	51	23	01	01	52	24
Assistant Professor	26	15	02	01	28	16
Posts	Selection made since 2011 till 31, July, 2015		Selection made from 01 August, 2015 to 30 September, 2016		Total selection made as on 30.06.2016	
	SC	ST	SC	ST	SC	ST

Professor	08	00	05	01	13	01
Associate Professor	12	02	09	03	21	05
Assistant Professor	15	10	08	00	23	10

2.3 It is also submitted that the University as per UGC rules has a provision for relaxation of 5% from 55% to 50% of the marks at the Master's level to the candidates belonging to SC/ST/PWD categories.

2.4 The faculty positions reserved for SCs and STs which are not filled-up, despite several efforts made by the University, will be re-advertised very soon under Special Recruitment Drive. The details of faculty positions (reserved for SCs & STs) advertised by the University are given below:

Sl.No.	Advt.No.	Date of Publishing	Reasons for non-fulfilment
(i)	RC/42/2011	26November, 2011	The reasons for again and again re-advertising the faculty positions or not filling up the vacant positions are that in some cases no candidates have applied particularly against post at higher level of Professor/Associate Professor, and in a few cases candidates have applied but do not fulfill the essential qualifications and specialization advertised as confirmed during the short listing by the Screening Committees. In some other cases the candidates have not met the requirement of API(Academic Performance Indicator) score and its verification by IQAC(Internal Quality Assurance Cell) has vetted the same. In some cases the Selection Committees were conducted, the Committees did not find the candidate(s) suitable for the posts/selection. As such all these posts are to be re-advertised.
(ii)	RC/44/2012	17 November,2012	
(iii)	RC/45/2013	20 July, 2013	
(iv)	RC/47/2014	11 January, 2014	
(v)	RC/48/2014	22 March, 2014	
(vi)	RC/49/2014	29 November, 2014	
(vii)	RC/50/2015	25 April, 2015	

2.5 The detailed information of posts and applications received for vacancies of SCs& STs are enclosed at **Annexure-I**.

2.6 It may also be worth to mention that the University is scheduling the Selection Committee meeting for the posts reserved for SC/ST/PWD even with a single shortlisted candidate.

2.7 All necessary efforts are being made to fill all vacancies in teaching posts reserved for SCs/STs categories as soon as possible with minimum qualifications. This time the posts will be open to all subjects/disciplines/streams of the concerned Schools/Centres.

Comments of the Committee

2.8 The Committee take a serious view of the fact that even after lapse of more than 05 months from date of presentation of report , Ministry of Human Resource Development have not been able to fulfill the vacant post in the grade of Professor, Associate Professor and Assistant Professor. There are still 13 vacancies in Professor grade, 30 vacancies in Associate Professor grade and even 3 vacancies in the grade of Assistant Professor. The Committee feel that there are no dearth of talent in availability of SC and ST candidates fulfilling the required posts. The Committee feel that there is a lack of opportunity or deprivation of opportunities to SC/ST candidates. Hence, they are not able to collect or exhibit the required norms/standard fixed by the UGC. It is seen that several times SC and ST candidates get disqualified due to minor points on technical grounds which can be done away with providing them small relaxation in criteria fixed. It is a matter of concern that most SC and ST candidates come from rural backgrounds where avenue of educational opportunities are limited

and hence despite having the required talent they are unable to deliver it in the form of percentage of marks. Hence, the Committee feels that it is imperative that the required standard of qualifications/criteria fixed may be relaxed to have a full representation of academic side in the Universities including JNU.

Recommendation (Sl. No. 52, Para No. 52)

2.9 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/university 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 University/college and enable them to participate in policy and government matters. This in the Committee's opinion would be a much better safeguard against the policies and rules detrimental to their interests.

Reply of the Government

2.10 Liasion Officer for SC/ST is appointed by the University for redressal of complaints of SC/ST students/faculty/staff regarding reservation. Generally, all Selection Committees comprise of a member belonging to SC/ST category. The Chief Advisor of Equal Opportunity Office is generally from SC/ST category faculty who is appointed for redressal of other complaints regarding discrimination. The House

Allotment Committee has included a member recently from the University SC/ST Employees Association. The University also nominates members of SC/ST communities to different Committees/Bodies, etc. from time to time.

Comments of the Committee

2.11 The Committee take note of the efforts the University is taking to give equal opportunities to SC/ST students with their general counterparts. The Committee hope that in future also, the University would continue in its endeavour in providing equal opportunities to reserved category students and also teaching and non-teaching staff so that they are not subjected to prejudices which harm them career wise as well as psychologically.

CHAPTER - III

RECOMMENDATIONS/OBSERVATIONS WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE IN THE LIGHT OF THE REPLIES FROM THE GOVERNMENT

Recommendation (Sl. No. 46, Para No. 46)

3.1 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. The Committee would like to recommend that these posts may be filled at the earliest. The Committee would also like to urge 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 should 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 officers so as to ensure representation of SCs/STs in policy matters, the Committee recommend that in Executive Council there is an urgent need for the representation from SC/ST Community.

Reply of the Government

3.2 Status of vacant posts: Out of 35 vacant posts(24 SCs & 11STs) during 30.06.2015, 03 posts(i.e. 02 SCs & 01 ST) have already been filled. Rest of the vacant posts are at different stages of recruitment process as mentioned below:

Sl.No	Name of the post	Vacant post		Remarks
		SC	ST	
1.	Deputy Registrar	01	00	Post is being advertised & will be filled soon
2.	Personal Assistant	04	01	Post is being advertised & will be filled soon
3.	Semi-professional Assistant	00	01	Post is being advertised & will be filled soon
4.	Sr.Lab. Assistant(Store)	00	01	Post is being advertised & will be filled soon
5.	Lab Attendant	02	00	Post is being advertised & will be filled soon
6	Stenographer	02	01	Skill test for 02 posts has already been conducted. Written test will be conducted shortly. 01 post is being advertised.
7.	Jr.Assistant cum Typist	06	03	08 posts have been advertised vide 3/2013/Admn.i. on 19.10.2013. Screening Skill Test, Written examination has been conducted. Result of written examination is awaited. Department test conducted for 01 post. However, no Sc candidate qualified the ski;; test. Next test will be conducted shortly.
8.	Mess Helper	02	01	Post is being advertised & will be filled soon
9.	Multi-tasking staff	04	02	Post is being advertised & will be filled soon
10.	Animal Attendant	01	00	Post is being advertised & will be filled soon
	Total	22	10	

(d) Reservation for SC and ST in recruitment of Multi-Tasking Staff: The University is following the extant reservation rules of Govt. of India/UGC/MHRD for recruitment of Multi-Tasking Staff(MTS).

(e) Reservation in appointment of Contractual Staff: Some manpower is being out-sourced in the University through various private agencies. These agencies recruit their manpower and it is beyond the purview of University Administration. However, in line with the recommendations of Parliamentary Committee to provide adequate opportunity to the weaker sections of the society in their recruitment and to make all possible efforts to ensure appointment of desired percentage of SC/ST candidates. The University shall direct all such agencies to provide persons belonging to these categories also to make up their representation in such services. Further , the University will ensure adequate percentage of SC/ST personnel outsourced through agency in future contracts.

(f) To explore possibility of introducing rosters in the posts of Vice-Chancellor, Registrar, Finance Officer, Controller of Examinations and Librarian: The above point has been examined by the University. In this connection, it is to be informed that the post of Vice-Chancellor is being filled-up by the MHRD on the recommendations of Selection Committee. The remaining posts are also statutory and tenure of these posts is 05 years. The University is exploring all possibilities as recommended by Parliamentary Committee. Accordingly, a letter bearing No.Admn.III/SCT/2016/2391 dated 01st July, 2016(copy enclosed at Annexure-II) has been sent to University Grants Commission(UGC) for examination and exploring the possibility of introduction of rosters in above said posts. Further, a Committee has been constituted at the University level to explore the possibility of extending reservation to the single posts including Registrar, Finance Officer, Controller of Examinations and Librarian in the University(copy of Notification is enclosed at Annexure-III)

Comments of the Committee

3.3 The Committee are concerned to note that out of 35 vacancies in non-teaching staff only 03 vacancies have been filled up by JNU. Also, performance of JNU in fulfilling the vacancies shows that they are not serious to the recommendations of the Committee to fill up vacancies for SC and ST. The Committee, however, appreciate the Ministry that in contractual staff posting, due representation of SC and ST have been agreed and effort are being made by JNU and they have sent a letter to UGC for examination and exploring the possibility of introduction of roster for the post of Vice Chancellor, Registrar, Controller of Examinations, Finance Officer and Librarian so that SC and ST candidates can also have a representation in policy matters of the University.

Recommendation (Sl. No. 49, Para No. 49)

3.4 The Committee are of the view that in an elite educational institute like JNU caste discrimination has no place however it is perturbed to note that there is an existence of caste prejudice and that the reserved category student's experience 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 education is worrying. The right to education is conferred to the citizens of the country by our constitution. Gaining higher education from the JNU is the hopes and aspirations of the youth of our nation. A degree from this institution is in itself an empowerment 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 barrier. The Committee would therefore like to recommend that remedial coaching should be provided to these students. The Committee would further like to recommend an evaluation system must be in place for catching 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 at interviews which is a clear indication of latent caste discrimination on part of college authorities and teachers. The Committee thus would like to recommend that qualifying marks for interview should be reduced for SCs/STs. The Committee would also like to recommend that economic support and funding should be provided to SC/ST students for sustenance.

Reply of the Government

3.5 The University has provision in place for offering remedial coaching classes for the benefit of students coming from varying backgrounds with medium of instruction other than English to improve their writing skills for research and other purposes. There is also provision in place under the Admission Policy regarding weight-age of written marks and viva-voce in the Entrance Examination to SC/ST and other categories. The overall pass marks (written as well as viva-voce marks) in the unreserved category is 40% whereas for SC/ST it is only 30%(relevant copies of detailed Admission Policy is enclosed at Annexure-IV).

3.6 The reservation for SC/ST/PWD in the admission process with regard to entrance examination is strictly followed as per the reservation policy of the Government of India/UGC.

The University always attends to cases of discrimination, if any reported, through various mechanisms like Liaison Officer for SC/ST and Chief Advisor, EOO, etc. and such grievances are generally settled satisfactorily.

Comments of the Committee

3.7 The Committee would like to point out that more concerted efforts are needed on part of the University to make reserved category students feel at home in the university. The Committee expect that the University would give a fair chance to reserved category students for admission and also in other competitive fields. A healthy, stress free environment can give a psychological edge to reserved category students to perform better and overcome their inhibitions. The Committee may be given a note on work done in furtherance to their recommendation.

Recommendation (Sl. No. 51, Para No. 51)

3.8 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-à-vis the number of SC/ST students provided hostel accommodation. The Committee would further like to know about the procedure vis-avis the allotment of hostel accommodation to students and whether any reservation is provided to SC/ST students or not.

Reply of the Government

3.9 In this connection, it is submitted that the details of fellowships/scholarships being disbursed to SC/ST students are furnished below:

DETAILS OF SC/ST STUDENTS				
SCHOOLS	TYPE OF SCHOLARSHIPS	SC STUDENTS	ST STUDENTS	RATE OF FELLOWSHIP/DISBURSEMENT
	CSIR	20	6	JRF- @Rs. 25000/-PM SRF- @ Rs. 28000/PM
SSS	JNU-MCM	4	5	RESIDENTS-@Rs. 2000/PM NON-RESIDENTS-@Rs. 800/-PM
	UGC NON-NET	31	24	RS. 5000/-pm AND Rs.8000/-pm AFTER PH.D CONFIRMATION
	UGC-JRF/SRF	25	10	JRF-@Rs. 25000/-PM SRF-@Rs. 28000/-PM
SLL&CS	JNU-MCM	77	51	RESIDENTS-@Rs. 2000/-PM NON-RESIDENTS-@ Rs. 800/-PM
	UGC NON NET	45	18	Rs. 5000/-PM AND Rs. 8000/-PM AFTER PH.D CONFIRMATION
	UGC-JRF/SRF	18	19	JRF-@ Rs. 25000/-PM SRF-@ Rs. 28000/-PM
SCIENCE SCHOOLS	JNU-MCM	22	9	RESIDENTS-@ Rs. 2000/-PM NON RESIDENTS-@ Rs. 800/-PM
	UGC NON-NET	8	3	Rs. 5000/-PM AND Rs. 8000 pm AFTER PH.D CONFIRMATION
	UGC-JRF/SRF	5	1	JRF-@ Rs. 25000/-PM SRF-@ Rs. 28000/-pm
	RGNF	36	27	JRF-@ Rs. 25000/-PM SRF-@ RS. 28000/-PM
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	ICCR	0	1	
	ICSSR	45	22	

	DBT/DST	7	2	
	TOTAL	407	244	

In addition, the following fellowship schemes are also available exclusively for SC/ST students:

- (a) Rajiv Gandhi National Fellowship(RGNF)
- (b) Special Fellowship for SC/ST and PWD students
- (c) Maulana Azad National Fellowship (MANF)-ST students also covered.

3.10 The University has not carried out any such assessment so far, whether these fellowships meet the requirement of SC/ST students as there is no mechanism for the same. Moreover, the amount of such fellowship is generally fixed by UGC.

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BA(Boys)	27	27	100%	12	12	100%
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M.Phil/Ph.D(Boys)	57	57	100%	29	29	100%
Total	233	233	100%	129	129	100%

Comments of the Committee

3.11 The Committee express their satisfaction that a wide range of scholarships are available for SC/ST students at Jawaharlal Nehru University .The Committee expect that maximum number of SC/ST students will be benefited from these scholarships giving their education a boost. The Committee also appreciate that hostel facility is available to 100% students belonging to the reserved category in JNU.

CHAPTER - IV

RECOMMENDATIONS/OBSERVATIONS IN RESPECT OF WHICH REPLIES OF THE GOVERNMENT HAVE NOT BEEN ACCEPTED BY THE COMMITTEE AND WHICH REQUIRE REITERATION

Recommendation (Sl. No. 47, Para No. 47)

4.1 The Committee are of consolidated 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 but also be made accountable for discrepancies. The Committee would also like to be apprised regarding whether the rosters are being inspected regularly in JNU and that the inspection report maintained. The Committee may also be made aware whether any discrepancy has been noted by Liaison officers and remedial measures taken thereto.

Reply of the Government

4.2 The University has adopted/implemented reservation policy of the Govt. of India/MHRD/UGC in respect of SC/ST to provide reservation to SC(15%) and ST(7.5%) both in teaching posts i.e. Assistant Professor was implemented vide EC Resolution No. %.18 dated 20.04.1983 and Professor & Associate Professor vide EC Resolution No.

6.7 dated 11.04.2007. The reservation was actually implemented after adoption of UGC Regulations, 2010 by the University in 2011. The post-based Reservation Roster was implemented vide EC Resolution No. 4 dated 30.10.2000 and EC Resolution No. 6.9 dated 13.07.2001 by grouping of certain Schools/Centres on the recommendations of Standing Committee on SC/ST and approval of the Executive Council of the University. Accordingly, the University has maintained 200 points roster for Schools/Centres group-wise faculty posts (Assistant Professor, Associate Professor and Professor).

The Liaison Officer (SC/ST/PWD) is not a full time officer being a faculty member of the University. In the past, a faculty member from SC/ST category has been appointed as Liaison Officer who works independently without fear and pressure with regard to the opinion on reservation matters. The Rosters have been inspected time to time by liaison officer and as such no discrepancy has been noticed in the Rosters.

Further, it is submitted that the officials of the DoPT inspected the Rosters during the visit of the Parliamentary Committee and felt satisfaction. However, as desired by the UGC vide letter No. F.1.1/2012(CU) dated 29.12.2015 and D.O. No. F.12-2/2015(CU) dated 23.02.2016, the University has decided to maintain single cadre Rosters (i.e. Assistant Professor, Associate Professor & Professor) instead of Schools/Centres group-wise, which will be placed in the next Executive Council for consideration and adoption/approval before implementation.

Comments of the Committee

4.3 The Committee appreciate that JNU has decided to maintain single cadre rosters instead of Schools/Centres group wise roster which will be placed in the next Executive Council for consideration and adoption/approval before implementation. The Committee again reiterates that post of liaison Officer should be permanent and free from any undue pressure. The Committee also

recommend that there should be proper training of Liaison Officer in DoPT therefore before giving him charge and before appointing Liaison officer SC/ST Association may also be taken into confidence. The Committee are of the view that appointing a faculty Member for this post will not do justice to this post because a faculty Member will not be able to give the required time and attention to the work of a liaison officer from his busy schedule.

Recommendation (Sl. No. 48 Para No. 48)

4.4 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 JNU that Liaison officer should not be overburdened with other work. Notwithstanding this any lapse, negligence and dereliction of duty on his part, appropriate action should 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.

Reply of the Government

4.5 The University had set up SC/ST Cell in march, 1984, in terms of the UGC letter No. F.9-323/83(SCT dated 03 May, 1983 , to ensure implementation of the reservation policies/orders and instruction issued by the Govt. of India from time to time, with the following staff sanctioned by the UGC:

1.	Deputy Registrar	-	01
2.	Section Officer	-	01
3.	Statistical Assistant	-	01
4.	Assistant	-	01
5.	Steno-Typist	-	01
6.	Peon	-	01

Note: The officials serving in the SC/ST/OBC Cell, except Joint Registrar/Deputy Registrar, are from other categories. However, efforts will be made in due course to post SC/ST officials in the Cell.

4.6 The SC/ST/OBC Cell is looking after work relating to issue of reservation points, maintenance of Rosters, verification of caste certificates of SC/ST/OBC/PWD employees(teaching and non-teaching staff) and also caste verification of reserved category students at the time of admission. The University has also implemented OBC reservation in 1993. Subsequently, in the wake of reservation for OBCs and to ensure implementation of reservation orders for OBCs, the SC/ST Cell has been renamed as SC/STOBC Cell.

4.7 Besides above, the Cell is also looking after additional work relating to reimbursement of medical claims, empanelment of hospitals under MoU agreement, loans/advances for vehicles/computers, house building advances, festival advance, group linked insurance scheme, CGHS annual contribution, issuance of CGHS cards and all related correspondences. The University has decided that the work of the Cell will be bifurcated in such a manner that the staff designated to deal with SC/ST/OBC/PwD reservation matters are not assigned any other work, so that they pay adequate attention to their work.

4.8 Further, it is submitted that the University has set up an equal opportunity Office within the SC/ST/OBC Cell and a faculty member from reserved category has been appointed as Chief Advisor for a period of two years to look after the grievances/complaints of the students/employees of the University. A complaint register is already being maintained in the Office of Chief Advisor(EOO). The Equal opportunity Office is also looking after the welfare measures for PwD students(including providing wheelchairs, laptops and financial assistance) and conducting remedial courses for SC/ST/OBC(non-creamy layers)/minority communities. However, as recommended by the Parliamentary Committee, the liaison Officer will conduct periodical meetings with SC/ST Teachers/Employees/Students Associations to take account of their grievances, if any.

Comments of the Committee

4.9 It is a matter of serious concern that inspite of the clear cut guidelines of DoPT that head of SC/ST cell appointed must belong to SC/ST category so that he may properly protect their interest however contrary to this, JNU has appointed Joint Registrar/Deputy Registrar from other category. The Committee hope that the University would ensure that all employees of SC/ST Cell come from reserved category in due course. Also , the working of SC/ST Cell must be regularly inspected by a Liaison Officer. The Committee again emphasize that the post of Liaison Officer be made permanent and he should also belong to the reserved category.

Recommendation (Sl. No. 50, Para No. 50)

4.10 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.

Reply of the Government

4.11 There are negligible opportunities of foreign training in respect of non-teaching officials. However, University will take all possible steps to ensure participation of SC/ST officials in future training/seminar/symposiums/workshops.etc.

Comments of the Committee

4.12 The Committee are not satisfied with the scanty reply submitted by the Ministry and do not expect a premiere institute like JNU to submit such reply. The Committee further observe that perhaps there may be negligible opportunities of foreign training of non-teaching staff, but surprisingly the University is completely silent on the issue of foreign trips of teaching staff. The Committee therefore, would like to be apprised of the data regarding foreign trips undertaken by the teaching staff in last five years and number of SC/ST who attended these trips either for coaching, workshops or symposiums. The Committee also desire that University should take all possible steps to ensure participation of SC/ST officials in future training/seminar/symposiums/workshops.etc.

CHAPTER-V

**RECOMMENDATIONS/OBSERVATION IN RESPECT OF WHICH FINAL REPLIES
OF THE GOVERNMENT HAVE NOT BEEN RECEIVED**

-----NIL-----

New Delhi;
January, 2018
Pausa, 1939(Saka)

(DR. KIRIT P. SOLANKI)
Chairperson
Committee on the Welfare of
Scheduled Castes and
Scheduled Tribes

APPENDIX - II
(Vide Para 4 of Introduction)

Analysis of action taken by the Government on the recommendations contained in the Sixth Report (Sixteenth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes.

1.	Total number of recommendations	8
2.	Recommendations/observations which have been accepted by the Government (<u>vide</u> recommendations at Sl. No.45, and Sl.No. 52).	2
	Number	2
	Percentage to the total	25%
3.	Recommendations/observation which the Committee do not desire to pursue in view of the Government replies (<u>vide</u> recommendations at Sl. Nos. 46, 49, 51).	
	Number	3
	Percentage to the total	37.5%
4.	Recommendations/observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration (<u>vide</u> recommendations at Sl. Nos47, 48, 50).	
	Number	3
	Percentage to the total	37.5%
5.	Recommendations/observations in respect of which final replies of the Government have not been received.	NIL