

Speed Post



भारत सरकार

राष्ट्रीय अनुसूचित जनजाति आयोग

GOVERNMENT OF INDIA
NATIONAL COMMISSION FOR SCHEDULED TRIBES

6th floor, 'B' Wing, Loknayak Bhawan
Khan Market, New Delhi-110 003

File No. LK/1/2019/MHRD2/SEOTH/RU-III

Date: 28.01.2020

To,

1. The Secretary,
Ministry of Human Resource and Development,
Shastri Bhavan,
New Delhi - 110001
2. The Director,
Maulana Azad National
Institute of Technology,
Bhopal, Madhya Pradesh

Sub: Minutes of the sitting taken by Hon'ble Member, Smt. Maya Chintaman Ivnate of National Commission for Scheduled Tribes, (NCST) on 03.12.2019 in the matter Representation dated 08.03.2019 of Shri Laxmi Kumre, Assistant Professor, ESE, MANIT, Bhopal (M.P) Qr. No. 4/22, MANIT Campus, Bhopal Madhya Pradesh, regarding Justice in Associate Professor Recruitment in MANIT Bhopal.

Sir,

I am directed to enclose herewith a copy of Minutes of the sitting taken by Hon'ble Member, Smt. Maya Chintaman Ivnate of National Commission for Scheduled Tribes (NCST) on 03.12.2019 at 04.00 p.m. for information and necessary action.

It is, requested that action taken report in this regard may please be sent to the Commission within 30 days.

Encl: As above

Yours faithfully,

(R. K. Dubey)
Assistant Director

Copy to:

1. Shri Laxmi Kumre, Assistant Professor,
ESE, MANIT, Bhopal (M.P) Qr. No. 4/22,
MANIT Campus, Bhopal Madhya Pradesh
2. PS to Hon'ble Member, MCI, NCST
3. SAS, NIC, NCST upload on the web site.

NATIONAL COMMISSION FOR SCHEDULED TRIBES

Minutes of the Hearing held by Hon'ble Member, Shrimati Maya Chintaman Inwate.

Date: 3rd December, 2019,
Time: 4.00 p m
Venue: Conference Hall, NCST, New Delhi

Matter: Grievance of Shrimati Laxmi Kumare regarding her selection for the post of Associate professor In MANIT, Bhopal and issues connected therewith.

(File No. LK/1/2019/MHRD2/SEOTH/RU-III)

List of the participants is annexed.

2. After welcoming the participants and their introduction, the petitioner was asked to explain her grievance.

3. The petitioner inter alia submitted as under:

- She has not received any promotion since she joined this Institute as Lecturer;
- She was not selected for the post of Associate professor despite her better performance and her juniors were selected;
- Roster system was not followed as per MoHRD order .. 2004;
- Selection Committee was not constituted as per procedure and was also biased against her;
- The Institute harassed her on various accounts and also tried to tarnish her image before the Commission by citing past case which have been closed;
- She requested the Commission to direct the Institute to redress her above issues and investigate the selection process;

4. The Director, MANIT categorically denied the above charges and inter alia stated as under:

- As per rules, the posts of Assistant professor and Associate professor in institute are filled by selection and not by promotion. In 2017, the petitioner applied for both the posts and a selection Committee duly constituted as per procedure found her suitable for the post of assistant professor which she accepted and joined.
- As per the then rules and orders of MoHRD, the roster system was not followed. The above cited order by the petitioner also did not provide for the applicability of reservation of seats at that time. MoHRD's revised orders now provide for implementation of roster system for selection of Assistant and Associate professors from 2019 onwards and the Institute is committed to implement the same.



श्रीमती मया चिन्तामण इन्वते
Smt. Maya Chintaman Inwate
सदस्य / Member
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
भारत सरकार / Govt. of India
नई दिल्ली / New Delhi

- Questioning the constitution of Selection Committee is not right at this stage as the Hon'ble High Court has already held it in a petition filed by the two candidates who were selected by the same selection Committee along with the petitioner. Institute is bound by the order of Hon'ble High Court.

5. Hon'ble Member took note of the submissions made by the petitioner and the Director, MANIT and his officials.

6. The Commission recommends as under:

- The MoHRD should submit its comments with regard to the compliance of the procedure by MANIT in the selection process as per the then rules and orders and also bring out to the notice of the Commission any violation, if any and action taken in that regard and whether the order cited by the petitioner was approved by the Minister.
- The petitioner has every right to approach NCST or any other body for redressal of her grievances. While explaining their stand in the matter, MANIT is advised to be careful about the image of the petitioner and avoid references of those issues which are not relevant.
- MANIT is advised to ensure that the petitioner or any member of the Scheduled Tribes is not harassed and all the protections and rights under the rules are available to them.


श्रीमती माया चिन्तामण इन्नाते
Smt. Maya Chintamn Innate
सदस्य / Member
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
भारत सरकार / Govt. of India
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