



भारत सरकार  
Govt. of India

राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes  
भारत के संविधान के अनुच्छेद 338क के अंतर्गत एक संवैधानिक निकाय  
(A constitutional body under Article 338A of the Constitution of India)

File No. Review/2/NEHU/2024-SSW

Dated: 24.08.2024

To

**Prof. Prabha Shankar Shukla,**  
Vice-Chancellor,  
North-Eastern Hill University,  
Shillong - 793 022 (Meghalaya).  
Email: vcnehu@nehu.ac.in

**Sub: Review Meeting on implementation of constitutional safeguards for Scheduled Tribes – North-Eastern Hill University (NEHU).**

Sir,

I am directed to enclose herewith a copy of the Minutes of Review Meeting held under the chairmanship of Shri Nirupam Chakma, Hon'ble Member, National Commission for Scheduled Tribes (NCST), New Delhi on 25.07.2024 at Shillong, Meghalaya.

It is requested that the action taken / to be taken on the recommendations / suggestion of the Meeting may be intimated to NCST within 30 days from receipt of this letter, for taking appropriate action.

Encl: As above.

Yours faithfully,

(R. S. Misra)

Research Officer

Ph. 011-24641640.

Copy to:

1. PS to Hon'ble Member (NC), NCST
- ✓ 2. NIC, NCST – for uploading on the website of the Commission.

## National Commission for Scheduled Tribes

**Report and recommendations under Article 338A (5) (e) of the Constitution of India on the measures to be taken by North Eastern Hill University (NEHU), Shillong for effective implementation of Constitutional Safeguards and review and monitoring of schemes for the protection, welfare, and social economic development of the Scheduled Tribes by the National Commission for Scheduled Tribes.**

[File No.: Review/2/NEHU/2024-SSW]

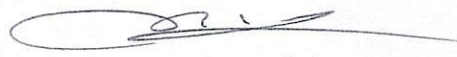
**Date of Review: 25.07.2024, Shillong, Meghalaya.**

The National Commission for Scheduled Tribes (NCST) is a Constitutional body set up under Article 338A of the Constitution of India to investigate and monitor all matters relating to protection, welfare and socio-economic development of Scheduled Tribes in the Country. As per the Constitutional provisions, the Union and every State Govt. shall consult the Commission on all major policy decisions affecting Scheduled Tribes. The Commission presents its Reports to the Hon'ble President of India and all such Reports of the Commission upon the working/implementation of the Constitutional safeguards provided for Scheduled Tribes are to be laid before each House of Parliament along with Memorandum explaining the Action Taken or proposed to be taken on the recommendations relating to the Union and the reasons for non- acceptance, if any, of any of such recommendations by the Ministry of Tribal Affairs, Government of India.

2. In pursuance of the above constitutional mandate, Shri Nirupam Chakma, Hon'ble Member, National Commission for Scheduled Tribes, in the presence of Smt. Alka Tiwari, Secretary to Govt. of India, NCST and other Senior Officials of the Commission took review meeting with the Vice Chancellor and other senior Faculty and Officers, North Eastern Hill University (NEHU) at Administration Building, NEHU Campus, Shillong on 25.07.2024 to evaluate the working of constitutional safeguards available to the Scheduled Tribes in the NEHU and review implementation of various service safeguards and other developmental schemes/programmes for the welfare and development of Scheduled Tribes employees and Scheduled Tribes of the country.

3. Before the Review Meeting on 25.07.2024, the Hon'ble Member, NCST, in the presence of Secretary, NCST, Joint Secretary and other officials of the Commission had interaction with ST Faculty and Employees and also ST students of NEHU, as there is no SC / ST Employees Welfare Association in NEHU. The list of participants is attached in Annexure-1. They informed about the problems faced by ST teaching & non-teaching faculty and students. The points are as follows:

1. The eligible ST candidates are not considered for promotion to the higher posts. Instances of appointment of all three (03) post of Deputy Registrars, NEHU to non Tribal outsiders when eligible insider Tribal Faculty was available.
2. The Departmental Promotion Committee for various posts (teaching & non-teaching) is not convened regularly.
3. The rosters are also not implemented properly.
4. The meetings between Management and ST employees are not held on regular basis.
5. The honorarium to guest teachers is not paid in time.

  
निरुपम चाकमा / Nirupam Chakma  
सदस्य / Member  
राष्ट्रीय अनुसूचित जनजाति आयोग  
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6. The ST employees (teaching faculty) are retired from service without payment of terminal dues.
7. Scholarships / Fellowships are not released in time due to which ST scholars particularly from vulnerable section suffer a lot.
8. Hostels for NEHU students are in poor condition which requires immediate renovation / repairing.
9. There are not enough faculties in Science department to cater to all the students feasibly.
10. As no separate Cell has been given to the Combined SC/ST Liaison Officer who is being serviced by the equal opportunity Cell (EOC), the Liaison Officer is not able to convene the meetings regularly with ST employees and students to resolve their issues.
11. Regular structured meetings of ST employees with the Vice Chancellor need to be convened with proper minutes and Action Taken Report thereof.
12. Dean of Student welfare apprised that the Coaching Centre (UGC-NEET) for students, which used to be functional in the NEHU Campus, has since been discontinued and is presently not functional.
13. Preference is not given to ST employees working in NEHU who are eligible for promotion / recruitment in teaching and non-teaching posts and more and more non STs are being brought in.
14. There is violation of rules in appointment of Deans.
15. Income Tax is being deducted from ST employees of NEHU whereas in terms of extant rules, ST employees are exempt from payment of Income Tax in the State of Meghalaya.
16. Ranking of NEHU has gone down drastically in the recent years. Reasons cited were mismanagement leading to delays and non implementation of infrastructure augmentation; non-approval of Science and Technology Projects and Exchange Programmes and non-addition of new Courses.
17. Management has gone beyond the approval of expert Panel nominated in Selection Committee in DPCs for Promotion in NEHU.
18. Extension of Library hours in NEHU is needed for benefit of ST students by bringing in adequate staff for shift duties.
19. Delay in admission process and non transparency specially in CUET admissions leading to delay in joining of classes by ST students.

4. After meeting with the ST teaching & non-teaching faculty and students of NEHU, the Hon'ble Member, NCST, in the presence of the Secretary, Joint Secretary and other Sr. Officers of NCST reviewed NEHU with the Vice Chancellor and other Sr. Officers of NEHU regarding issues affecting the Scheduled Tribes employees in NEHU and welfare of the Scheduled Tribes in the North Eastern States and country. After a round of introduction and briefing on the functions and duties of the NCST, Vice Chancellor, NEHU apprised the Commission about the activities being undertaken by the NEHU for welfare and protection of Scheduled Tribes teaching & non-teaching faculty and students. The Vice Chancellor, NEHU informed that The North Eastern Hill University was set up by an Act of Parliament and notified on 19<sup>th</sup> July 1973. The objectives of the University, as laid down in the act, are "to disseminate and advance knowledge by providing instructional and

  
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research facilities in such branches of learning as it may deem fit; to pay special attention to the improvement of the social and economic conditions and welfare of the people of the hill areas of the North-Eastern region, and in particular, the intellectual, academic and cultural advancement”.

The jurisdiction of the University extended originally to the states of Meghalaya and Nagaland and the erstwhile Union Territories of Arunachal Pradesh and Mizoram. With the establishment of the Nagaland University on 6<sup>th</sup> September 1994, the jurisdiction of NEHU over Mizoram also ceased from June, 2001. Arunachal Pradesh has its own university. Presently, NEHU has more than 80 (eighty) colleges of Meghalaya affiliated to it. NEHU has 3 campuses located in Mawkyroh-Umshing at Shillong, Chasingre at Tura and Jowai. At present, NEHU caters to students from 9 nations and 22 states of the country. Most of the student and faculty belong to North Eastern Region of the country.

## 5. Observations of the Commission:

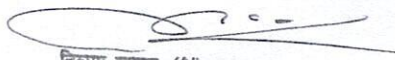
In the reply to NCST Questionnaire, the Commission observed that:-

- i. The replies given to the NCST Questionnaire are casual in nature and found contradictory in many places. A revised reply to the questionnaire incorporating exact data/inputs sought may be furnished.
- ii. NEHU had a total of 467 sanctioned faculties out of which 312 positions are filled as on 01.01.2024. There are 45 Professors post filled in which 02 belong to ST category, 108 Associate Professors posts filled out of which 06 belong to ST category and 199 Assistant Professors posts filled out of which 18 belong to ST category. There was no breakup of students under technical courses.
- iii. The meetings between Management of University and ST teaching & non-teaching faculty and students are not held regularly.
- iv. The condition of Hostels is poor and requires renovation.
- v. The Liaison Officer was not well-aware about the reservation rules for Scheduled Tribes and also not familiar with the formulation of ST Employees Welfare Association.
- vi. Data on the extant system for monitoring of cases of sexual harassment for ST women teaching & non-teaching faculty and students need revision as pointed out by the Chairperson of the Internal Complaints Committee during the review.

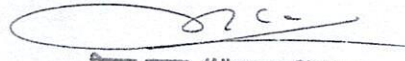
## 6. Recommendation of the Commission:

After discussion with the Vice Chancellor and other Senior officials of NEHU, the following points were recommended / suggested for welfare of STs teaching & non-teaching faculty and students of the NEHU and welfare and development for STs of North Eastern States and country.

1. Action taken / to be taken on the points raised in Para (3) by ST teaching & non-teaching faculty and students of NEHU.
2. The NEHU ordinance (SC/ST – 50%, except BA LLB) for reservation to ST students in various courses may be clarified.
3. Total number of candidates appointed against total number of vacancies occurred for faculties during the year 2021-21 to 2023-24 may be furnished. The data of ST candidates may also be supplied.

  
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4. ST reservation may also be made in the outsource / contractual posts in teaching & non-teaching faculty of NEHU as per extant DoPT Guidelines. .
5. The roster for various posts of the NEHU may be made online for feasible access.
6. Composition of DPC for posts of Professor, Associate Professor and Assistant Professor of NEHU may be provided. In addition to this, the date of last DPC for these faculties may also be provided.
7. Details of meetings being undertaken by Management of NEHU with NEHU Teachers Association and NEHU ST Student Association during last 3 years may be provided alongwith Minutes and Action Taken thereof.
8. The Liaison Officer may be nominated for training programmes focusing on Reservation matter of STs.
9. Date of Annual Reports submitted by NEHU to Ministry of HRD in last 3 years may be provided.
10. Details of ST Girls and Boys Hostels may be provided.
11. The terminal dues of retired faculties (teaching & non-teaching) belonging to ST category may be processed / released at the earliest.
12. Details of research studies conducted by NEHU of Scheduled Tribes for Socio – Economic Development of STs may be supplied.
13. Action may be initiated to fill-up the competent faculty in Science department for betterment of ST students who belong to remote and inaccessible areas.
14. The relevant portion of the Annual Reports containing the data regarding representation of Scheduled Tribes teaching & non-teaching faculty in NEHU may be provided.
15. Management of NEHU may ensure regular meetings with ST teaching & non-teaching faculty and students with the aim to resolve their issues expeditiously.
16. An Internal Grievance Committee for ST employees in NEHU may be constituted to look into the grievances of ST employees, as suggested by NCST in August, 2021.
17. Furnish data on No. of ST students getting scholarships along with of the number of applications received from ST students. Poor ST students may drop out if there is delay in disbursement of scholarships.

  
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