



सत्यमेव जयते

राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes

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

F.No. Review/11/TU/2024-SSW

Dated: 06.12.2024

To,

Prof. Shambhu Nath Singh  
Vice Chancellor  
Tezpur University,  
Tezpur, Assam - 784028  
Phone: 03712-267003; Email: [vc@tezu.ernet.in](mailto:vc@tezu.ernet.in)

**Subject: Minutes of Review Meeting for implementation of Constitutional Safeguards for Scheduled Tribes of Tezpur University, Assam.**

महोदय,

I am directed to refer to subject cited above and to say that a Review Meeting was held under the Chairmanship of Shri Nirupam Chakma, Hon'ble Member, NCST on 23.10.2024 at Tezpur University, Assam. A copy of the minutes of Review Meeting is enclosed herewith.

2. It is requested that Action Taken/to be taken on the recommendations may be submitted to National Commission for Scheduled Tribes within 30 days from the receipt of the minutes.

Yours faithfully,

(H.R. Meena)

Research Officer

Telephone: 011-24641640

Copy to:

1. PS to Hon'ble Member (Shri Nirupam Chakma)
2. NIC, NCST to upload on the website.

## 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 Tezpur University (TU), Assam 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/11/TU/2024-SSW]**

**Date of Review: 23.10.2024,**

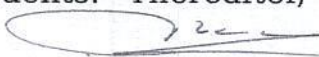
**Venue:- Tezpur University, Tezpur (Assam).**

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 other Senior Officials of the Commission took review meeting with the Vice Chancellor and other senior Faculty and Officers, Tezpur University (TU), Tezpur (Assam) at Tezpur University Campus, Assam on 23.10.2024 to evaluate the working of constitutional safeguards available to the Scheduled Tribes in the university 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. After a round of introduction, the Deputy Director, NCST briefed about the functions and duties of NCST. List of participants is Annexed.

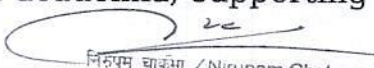
4. Vice Chancellor, TU apprised the Commission about the activities being undertaken by the TU for welfare and protection of Scheduled Tribes teaching & non-teaching faculty and students. Thereafter,

  
निरुपम चाकमा / Nirupam Chakma  
सदस्य / Member  
राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes  
भारत सरकार / Government of India  
नई दिल्ली / New Delhi

Director, Center for Inclusive Department of TU gave a PowerPoint Presentation regarding history and functional management of TU. It was informed that there are two members of Board of Management belonging from ST category. The Tezpur University was established on January 21, 1994 as per Tezpur University Act, 1993. The objectives of the University, as laid down in the act, are "University shall endeavour through education, research, training and extension to play a positive role in the development of north-eastern region, and based on the rich heritage of the region, to promote and advance the culture of the people of the State of Assam and its human resources." The University, a unitary institution, currently offers 80 academic programs across 28 departments under four Schools of Studies: the School of Sciences, the School of Engineering, the School of Humanities and Social Sciences and the School of Management Sciences. With a diverse student body exceeding 5,000 from across India and 25 international students, the University is committed to inclusive education. It also provides six programs through its Centre for Distance and Online Education (CDOE). The University has 275 faculty members out of a sanctioned strength of 312, with over 95% holding Ph.D. degrees. Supported by 264 administrative and support staff members against 287 sanctioned positions, the University maintains a student-teacher ratio of 1:18.6. It also fosters a strong research culture with advanced, state-of-the-art laboratories.

It was informed that total sanctioned strength in teaching and non-teaching staff is 599. As on 01.01.2023, 537 positions were filled at the University. In this, 33 employees are from Scheduled Tribes (ST), making up approximately 6.14% of the total workforce. In teaching positions, ST representation includes 2 out of 36 Professors (5.55%), 3 out of 66 Associate Professors (4.54%) and 11 out of 172 Assistant Professors (6.39%). In non-teaching staff, ST employees comprise 6.06% of Group A (2 out of 33 positions), 5.26% of Group B (3 out of 57 positions), 6.86% of Group C (7 out of 102 positions) and 7.04% in Group C-MTS (5 out of 71 positions). The data indicates that there is a need to strengthen ST representation, particularly in higher academic posts such as Professor and Associate Professor as well as in senior non-teaching positions. The University demonstrates a relatively consistent level of ST representation across various employee categories, with slightly higher inclusion in entry-level and non-teaching positions.

It was also informed that establishment of 100-seat hostel exclusively for tribal students would provide secure accommodations and support academic focus. Additionally, creating a Department of Tribal Studies with dedicated infrastructure and faculty recruitment, would foster specialized research and education in tribal issues. Furthermore, a coaching center aimed at preparing ST students for competitive exams like UPSC, PSC and UGC NET would greatly enhance their opportunities in public service and academia, supporting

  
निरुपम चाकमा / Nirupam Chakma  
सदस्य / Member  
राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes  
भारत सरकार / Government of India

equitable representation and career advancement for ST students.


**5. Observations:**

It was observed that efforts are to be made in recruitment of ST faculty in higher academic and administrative positions. The ST seats for various courses are vacant. The teaching and non-teaching staff are also not at par with the sanctioned strength. Hon'ble Member, NCST appreciated the working environment of TU.

**6. Recommendations:**

After discussions with the Vice Chancellor, Tezpur University and other senior officers of the University, following suggestions/recommendations were made:


1. Liaison Officer(s) may be deputed/ nominated for programmes/trainings being organised by DoPT and concerned organisations/stakeholders about the Reservation and other policies for welfare of STs employees and students.
2. The University may widely advertise to fill vacant seats for ST students in various curriculams. Offering spot admissions is recommended, especially to accommodate ST students from remote areas who may not be aware of vacant positions.
3. The list of ST employees, who are appointed on 'own-merits' basis, may be maintained separately who are expected to be shown against unreserved points in the reservation roster.
4. The backlog posts category-wise may be provided to the Commission.
5. Details of trainings provided to ST employees for promotion to higher posts may be provided.
6. The isolated non-teaching posts of similar level and qualification may be grouped for implementation of reservation policy for STs, which would strengthen the ST positions in the TU.
7. Copy of the proposal submitted by TU to Central Ministries for setting up of tribal Hostel in the campus of TU may be provided.
8. Copy of each Committee (composition) constituted by TU for various purposes may be supplied.
9. The relevant portion of the Annual Reports containing the data regarding representation of Scheduled Tribes teaching & non-teaching faculty in TU may be provided.
10. Setting up of ST Association for welfare of ST employees and students may be promoted by the university administration in the TU.
11. Management of TU may ensure regular meetings with ST teaching

  
निरुपम चाकमा / Nirupam Chakma  
सदस्य / Member  
राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes  
भारत सरकार / Government of India

& non-teaching faculty and students with the aim to resolve their issues expeditiously.

12. An Internal Grievance Committee for ST employees in TU may be constituted to look into the grievances of ST employees, as suggested by NCST in August, 2021.
13. To 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.

(Nirupam Chakma)  
Member  
National Commission for Scheduled Tribes  
Govt. of India, New Delhi

  
निरुपम चाकमा / Nirupam Chakma  
सदस्य / Member  
सङ्घीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes  
भारत सरकार / Government of India  
नई दिल्ली / New Delhi