



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/2/CU-Jharkhand/2025-RU-IV

Dated: 02.06.2025

To,

Shri Kshiti Bhusan Das
Vice Chancellor
Central University of Jharkhand
Cheri-Manatu, Ranchi – 835 222
Email: vc@cu.j.ac.in
Phone: 09304953705

Sub: Review of Constitutional Safeguards for Scheduled Tribes – Central University, Jharkhand

Sir,

I am directed to forward herewith a copy of the **Review Report** pertaining to the visit to **Central University of Jharkhand, Ranchi** on above mentioned subject. The visit included the **Review Minutes of the Meeting held on 08.04.2025 with SC/ST Association and with faculty and staff members** of the University.

2. The list of participants in the SC/ST Association Meeting and Review Meeting is provided at Annexure of the report.

3. You are requested to kindly furnish the **action taken or proposed to be taken** on the recommendations and observations mentioned in the report, within **30 days** of the receipt of this communication, for necessary action by the Commission.

4. This communication may be treated as important.

Yours faithfully,

(H.R. Meena)

Research Officer

National Commission for Scheduled Tribes

Email – rahul.1424@ncst.nic.in

SN. 4742-9743

date 3.6.25

जारी किया
ISSUED

Encl: As Above

Copy for information to:

1. Shri K. Kosala Rao, Registrar, Central University of Jharkhand, Cheri-Manatu, Ranchi – 835 222, Email: registrar@cu.j.ac.in, Phone: 09304953705
2. PS to Hon'ble Member (Dr. Asha Lakra)
3. PPS to Secretary, NCST
4. NIC, NCST – for uploading on the Commission's website



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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)

REPORT AND RECOMMENDATIONS UNDER ARTICLE 338A(5)(c) OF THE CONSTITUTION OF INDIA ON THE MEASURES TO BE TAKEN BY CENTRAL UNIVERSITY OF JHARKHAND 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/CU-Jharkhand/2025-RU-IV]

Date of Review: 08.04.2025 at Central University of Jharkhand, Ranchi

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 Constitutional provisions, the Union and every State Government 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 upon the working and implementation of Constitutional Safeguards for Scheduled Tribes are laid before each House of Parliament along with a Memorandum explaining the Action Taken or proposed to be taken on the recommendations, and the reasons for non-acceptance, if any, by the Ministry of Tribal Affairs, Government of India.

2. In pursuance of the above Constitutional mandate, Dr. Asha Lakra, Hon'ble Member, National Commission for Scheduled Tribes, in the presence of Shri Yogendra Prasad, Deputy Secretary, NCST, Shri P. K. Das, Research Officer, NCST Regional Office-Raipur, Shri Rahul, Investigator, NCST, Shri Rahul Yadav, Consultant (Legal), and Shri Subhashis Rasik Soren, Consultant (Legal), held a review meeting with the Vice Chancellor and senior authorities, including faculty and staff members of the Central University of Jharkhand on 08.04.2025 to evaluate the implementation of Constitutional Safeguards available for Scheduled Tribes in the University and review implementation of various service safeguards and development programmes for the welfare of Scheduled Tribes employees and students of the University.

आशा लक्रा
डॉ. आशा लक्रा/Dr. Asha Lakra
सदस्य/Member
भारत सरकार/Government of India
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
नई दिल्ली/New Delhi

3. Before the Review Meeting, the Hon'ble Member, NCST interacted with Scheduled Tribe employees (teaching and non-teaching) **to understand the problems and difficulties faced by them.** The following issues were highlighted before the Commission during the meeting:
 - (i) Need for adequate ST representation in statutory bodies and decision-making platforms of the University;
 - (ii) Delay in promotions and financial upgradation benefits to ST employees;
 - (iii) Non-finalization of pending cases related to gratuity, salary, and compassionate appointments;
 - (iv) Need for wider publicity of recruitment rosters and vacancies among ST candidates;
 - (v) Strengthening of grievance redressal mechanisms and awareness among local tribal students about admission opportunities.
4. After interaction, Dr. Asha Lakra, Hon'ble Member, NCST, held a review meeting with the Vice-Chancellor Prof. Kshiti Bhusan Das and other senior officials of CUJ. The Research Officer, NCST briefed the participants about the functions and duties of NCST and requested University officers to apprise the Commission about the activities undertaken for the welfare and protection of ST employees and students.
5. The list of representatives of Central University of Jharkhand and NCST officials present in the meeting is **annexed.** The Hon'ble Vice-Chancellor informed the Commission about CUJ's initiatives including publication of books and documentaries on tribal heroes, field-based research by the Centre for Endangered Languages, and ongoing digitalization efforts in administrative systems. The University expressed commitment towards better implementation of ST welfare schemes.
6. After the review meeting with representatives of the Central University of Jharkhand, the Hon'ble Member engaged in a 'Samvad' (dialogue) session with the students and addressed their queries.

Observations of the Commission

1. **Incomplete data submission:** CUJ provided partial information in its response to the NCST questionnaire. While some data on employees, vacancies, and welfare schemes were shared, however the details of non-teaching staff positions and historical roster management need to be submitted.
2. **Representation in Statutory Bodies:** There is currently no formal representation of Scheduled Tribe employees in statutory bodies such as the Academic Council and Executive Council.
3. **Pending Cases:** Pending cases such as gratuity of Ajit Kispotta, salary dues of Sudhira Minj, and compassionate appointments require early resolution.
4. **ST Reservation:** CUJ follows 7.5% reservation for ST candidates in Group 'C' and 'D' posts, although the DoPT guidelines mandate 26% reservation for local STs in Jharkhand. CUJ is seeking clarification from MoE/UGC regarding this.
5. **Special Admission Drives:** CUJ conducts special admission drives to fill vacant ST category seats, which is a positive practice that should continue.

आशा लक्रा

डॉ. आशा लक्रा/Dr. Asha Lakra
सदस्य/Member of India
भारत सरकार/Government of India
राष्ट्रीय अनुसूचित जनजाति आयोग
Commission for Scheduled Tribes
New Delhi

6. **Fee Concession:** CUJ provides a 20% fee concession to ST students, and there is an ongoing discussion about creating a dedicated corpus fund for their support.
7. **Outsourcing Services:** CUJ has confirmed that all outsourced staff currently belong to local areas. They have committed to sharing a list of outsourced staff with the NCST.
8. **Cultural Representation:** The suggestion of displaying portraits and biographies of tribal freedom fighters within CUJ premises has been welcomed by the University.

Recommendations of the Commission

After detailed discussion with the Vice-Chancellor and Senior Officers of CUJ and keeping in view the issues raised by ST employees and students, the Commission recommends the following:

- i. **Action may be taken on the issues raised by ST employees and students**, as mentioned in Para 3 (i) to (v).
- ii. **Efforts be made to formally nominate ST employees** in statutory bodies like the Academic Council and Executive Council.
- iii. **Details of non-teaching staff** (sanctioned strength, existing employees, ST employees) as on 01.01.2025 be supplied to NCST.
- iv. **Rosters for various posts** may be publicized online and also informed to ST employees and welfare associations.
- v. **Liaison Officers for STs** may be appointed in each School/Department and displayed publicly on the University website and notice boards.
- vi. **Recruitment rules, promotion policies, and reservation rosters** be submitted to NCST along with future recruitment advertisements for circulation among ST candidates. Further, **advertisements must be shared with NCST for wider outreach** among the Scheduled Tribes.
- vii. **Internal Grievance Redressal Committee (IGRC)** be set up in CUJ, and composition details be furnished to the Commission.
- viii. **Pending cases of gratuity, salary dues, and compassionate appointments** be finalized at the earliest and action taken reports submitted to NCST.
- ix. **Awareness campaigns** to be organized by deputing Liaison Officers and faculty members in tribal areas and government hostels to spread information about CUET and admission opportunities.
- x. **Hoardings displaying CUJ information** be installed at prominent locations in Ranchi and tribal regions.

डॉ. आशा लकड़ा / Dr. Asha Lakra
सदस्य / Member
कार / Government of India
सिंह जनजाति आयोग
Scheduled Tribes
Commission

xi. **Copies of CUJ's last Annual Report** be provided to the Commission.

xii. Portraits and biographies of tribal freedom fighters should be prominently displayed within the CUJ campus, including the library and premises, to celebrate their contributions to the nation.

xiii. **Corpus fund for ST students** for interest-free loans be operationalized without delay.

xiv. **Monitoring of scholarships** disbursed through the National Scholarship Portal be strengthened and updated reports submitted.

xv. **Research on endangered languages** and tribal culture to be field-based and authentic, with further expansion and publicity.

xvi. **Local candidates be preferred for outsourcing services**, and CUJ should share a list of outsourced staff with NCST to ensure transparency.

आशा लकड़ा
09/05/2025

(Dr. Asha Lakra)
Member

National Commission for Scheduled Tribes

डॉ. आशा लकड़ा / Dr. Asha Lakra
सदस्य / Member
भारत सरकार / Government of India
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
नई दिल्ली / New Delhi

List of participants of the meeting held on 08.04.2025 under the chairmanship of Dr. Asha Lakra, Hon'ble Member, NCST, New Delhi with the Officers of Ranchi University regarding discussion on the implementation of reservation policy and safeguards provided to the STs in Ranchi University.

Central

National Commission for Scheduled Tribes			
1.	Y.P. Yadav Deputy Secretary		
2.	P.K. Das Research Officer		
3.	Rahul Yadav Legal Consultant		
4.	Rahul Investigator		
5.			
6.			
7.			

Central Ranchi University, Jharkhand

S.no	Name and Designation	Address & Phone No.	Signature
1.	Prof. K.B Das VC		
2.	Mr. K.K. RAO Registrar		
3.	Prof. Manoj Kumar (DAA)	C.U.J. Ranchi 9431901969	 08/4/25
4.	Sh. Pradeep Kumar F.O. Pande	CUJ, Ranchi	 08/4/2025
5.	Prof. Arun K Pathy Dean R&D	CUJ, Ranchi 8292824145	 08/4/25
6.	Dr. B B Mishra	COE CUJ 9437419160	 08/4/25
7.	Dr. ANURAG LINDA	DSW, CUJ 9816444615	 8th April/25
8.	Dr. Bairagi Charan Mallick	Liaison Officer (SC, ST & PWS) 9178645160	 08/04/2025

9. Lt Col Ujjawal
Kumar (Retd)
Dy. Registrar
CUJ
9531932982

08/04/25

10. Dr. Rajanikant
Pandey
Dept. of Tribal Studies
9971923318

08/04/25

11. Shri Ajit Kishore
Section Officer
Recruitment cell
&
SC/ST cell
9955795658

08/4/25

9. 12.	Dr. Ramesh Graham	8757508912	Jamal
10. 13.	Dr. Nirmali Bordolai	Dept. of ENV. Sci. 98648166 51	Bordolai
11. 14.	Ms. dugel Nag	Department of Education 8298039926	dugel Nag
12.	Abdul Halim	CUJ Ranchi 9798046995	Udo
13.	Dr. Batekwar Singh	CUJ Ranchi	Shri ✓
14.	DR. M. Ramakrishnan	Asst. Prof. / DOTS 9199140340	Signature
15.	Dr. Shashi Singh	Associate Prof. DoE 8077388185	Signature 08/04/2025
16.	Prof. Dev Prat Singh	Head DMC	Signature 8/11/2025
17.	Prof. G. P. Singh	Head, DNME	Signature 08/4/2025
18.	Dr. विवेक शर्मा	रिजिस्ट्रार कुल SC/ST Cell, CUJ	Signature
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List of participants of the meeting held on 08.04.2025 under the chairmanship of Dr. Asha Lakra, Hon'ble Member, NCST, New Delhi with the SC/ST Employees Welfare Association of ~~CU~~ on problem being faced by ST employees.

Central University Ranchi, Jharkhand
National Commission for Scheduled Tribes

National Commission for Scheduled Tribes			
1.	Y.P. Yadav Deputy Secretary		
2.	P.K. Das Research Officer		
3.	Rahul Yadav Legal Consultant		
4.	Rahul Investigator		
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7.			
SC/ST Employees Welfare Association of Ranchi University			
8.	Dr. Seema Manta Minz	Asst. Prof. Dept. of Anthro- pology & Tribal Studies	8521082123 8/1/25
9.	SIMON WATRE SANGMA	ASST. PROF DEPT. OF CHEMISTRY	8292824538 8/1/25
10.	Dr. T. NEISHONING, KOIRENG	Asst. prof. Dept. Anthropology & Tribal Studies	8521380578 8/1/25
11.	Ms. ANGEL NAG	Assistant Professor Department of Education	8298039926 8/1/25
12.	Dr. Nirmali Bardoloi	Asst. Prof. Dept. of Env. Sci.	9864816651 8/1/25
13.	Dr. ANURAG LINDA	ASSOCIATE PROF. Dept. of Env. Science	9816444615 anurag.linda@uj.ac.in 8/1/25
14.	Dr. Ramesh Oraon	Asst. Prof. Dept. of Chemistry	8757503912 ramesh.oraon@uj.ac.in 8/1/25
15.	AJIT KISPOTTA	Section officer	Recruitment cell 9955795658
16.	SHIKAREE MUNDA	ASSISTANT	RECRUITMENT CELL MO. NO. 6203755925 8/1/25
17.	Ajay Oraon	Kitchen Attendant	Mo. No. 6204541914

18.	ANTHONY TIRKEY	LABORATORY ASSISTANT	7903161768 <i>Anthony</i>
19.	ABHISHEK KUMAR "DEEPAK"	LABORATORY ATTENDANT	8674978486 <i>Deepak</i>
20.	Sudhira Mingi	Nurse	9955093939 <i>Sudh</i>
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