

this campus. This is an ongoing national issue and the JNUTA along with GSCASH & JNUSU, will continue to work in this direction. This bulletin highlights the key recommendations of the Justice Verma Committee Report for all of us to ponder on, and collectively remain united on this important issue. We look forward to your continued support and active participation in our activities in coming days.

Justice Verma Committee Report

On December 23, 2012, a three-member Committee under the Chairmanship of Justice J.S. Verma, former Chief Justice of the Supreme Court, was constituted to recommend amendments to the Criminal Law in order to provide for quicker trial and enhanced punishment for criminals accused of committing sexual assault of extreme nature against women. The report of the Committee which was submitted on January 23, 2013, contained wide ranging recommendations for changes to various laws that impact upon women's right to equality and right to dignity. The key recommendations of the Committee included the following:

1. Rape: The Committee recommended that the gradation of sexual offences should be retained in the Indian Penal Code, 1860 (IPC). The Committee was of the opinion that rape and sexual assault are not merely crimes of passion but an expression of power. Any non-consensual penetration of a sexual nature should be included in the definition of rape. The Committee recommended that the exception to marital rape should be removed and that marriage should not be considered as an irrevocable consent to sexual acts. Therefore, with regard to an inquiry about whether the complainant consented to the sexual activity, the relationship between the victim and the accused should not be relevant.
2. Sexual assault: The Committee recommended that non-penetrative forms of sexual contact should be regarded as sexual assault, including stalking and voyeurism. The offence of sexual assault should be defined in order to include all forms of non-consensual non-penetrative touching of a sexual nature. The sexual nature of an act should be determined on the basis of the circumstances. Sexual gratification as a motive for the act should not be prerequisite for proving the offence. The offence should be punishable with 5 years of imprisonment, or fine, or both. Use of criminal force to disrobe a woman should be punishable with 3 to 7 years of imprisonment.
3. Verbal sexual assault: The Committee has suggested that use of words, acts or gestures that create an unwelcome threat of a sexual nature should be termed as sexual assault and be punishable for 1 year imprisonment or fine or both.
4. Sexual harassment: Some of the key recommendations made by the Committee on the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Bill, 2012 that is pending in Parliament are provided below:

Domestic workers should be included within the purview of the Bill.

Under the Bill the complainant and the respondent are first required to attempt conciliation. This is contrary

to the Supreme Court judgment in Vishakha vs. State of Rajasthan which aimed to secure a safe workplace to women.

The employer should pay compensation to the woman who has suffered sexual harassment.

The Bill requires the employer to institute an internal complaints committee to which complaints must be filed. Such an internal committee defeats the purpose of the Bill and instead, there should be an Employment Tribunal to receive and adjudicate all complaints.

5. Trafficking: The Committee recommended that the provisions of the IPC on slavery be amended to criminalise trafficking by threat, force or inducement. It also recommended criminalising employment of a trafficked person. The juvenile and women protective homes should be placed under the legal guardianship of High Courts and steps should be taken to reintegrate the victims into society.
6. Child sexual abuse: The Committee has recommended that the terms 'harm' and 'health' be defined under the Juvenile Justice Act, 2000 to include mental and physical harm and health, respectively, of the juvenile.
7. Punishment for crimes against women: The Committee rejected the proposal for chemical castration as it fails to treat the social foundations of rape. It was of the view that death penalty should not be awarded for the offence of rape as there was considerable evidence that death penalty was not deterrence to serious crimes. It recommended life imprisonment for rape.
8. Reforms in management of cases related to crime against women:

A Rape Crisis Cell should be set up. The Cell should be immediately notified when an FIR in relation to sexual assault is made. The Cell must provide legal assistance to the victim.

All police stations should have CCTVs at the entrance and in the questioning room.

A complainant should be able to file FIRs online. Police officers should be duty bound to assist victims of sexual offences irrespective of the crime's jurisdiction.

Members of the public who help the victims should not be treated as wrong doers.

The police should be trained to deal with sexual offences appropriately.

Number of police personnel should be increased. Community policing should be developed by providing training to volunteers.
9. Education reforms: The Committee recommended that children's experiences should not be gendered. It recommended that sexuality education should be imparted to children. Adult literacy programs are necessary for gender empowerment.

[Acknowledgement: This report has been taken in part from "Justice Verma Committee Report Summary" published by PRS Legislative Research ("PRS").]

Published by the Editorial Board on behalf of JNUTA
Printed at Shiv Shakti Enterprises, Ber Sarai, New Delhi

Jawaharlal Nehru University Teachers' Association No. 1 Bulletin 2013



JNUTA
Executive Committee
2012-2013

Office Bearers

President Sanjay Kumar Pandey

Vice President Meeta Narain
Arvind K. Mishra

Secretary Saradindu Bhaduri

Joint Secretary Sharad K. Soni
Md. Qutbuddin

Treasurer Manish Dabhade

School Representatives

SC&SS- D. K. Lobiyal

SAA- Y. S. Alone

SBT- Swati Tiwari

SES- AP Dimri

SLS- Rohini Muthuswami

SPS- Amala Bhawe

SSS- Rohan D'Souza
Asha Sarangi

SIS- Kamal Mitra Chenoy
Sima Baidya

SLL&CS- S. K. Ishtiaque Ahmed
Kaushal Kumar

Combined Schools/Centers of
SC&IS, SCMM, SCSS, CSLG-
P. Krishnamachari

Editorial Board

Meeta Narain
Arvind K. Mishra
Sharad K. Soni
Mujeebur Rahman

From the Editors' Desk

The JNUTA bulletin is the voice of the teaching community. It is aimed to highlight issues, related to various concerns of the faculty members and to provide a platform for the expression of ideas amongst them. It is a medium of communication between the faculty and administration and focuses on the steps taken towards the enhancement and betterment of the teaching community. As an interactive text, the bulletin would aim to project a collation of scattered voices across the campus, so that we have a more closely knit understanding of each other's opinions. By being accessible to not only the faculty, but to the JNU community as a whole, the JNUTA bulletin will ensure an exchange of perspectives beyond the classroom too. It is also an attempt to reach out to the larger academic community in this country.

The structure of the bulletin can vary from time to time. It will deal with the topical issues facing the nation on the whole, and JNUTA's involvement in it. The involvement of the faculty, with concerns at the national and university level, other than their academic engagements shall also feed the bulletin's contents.

Contributions, in the form of articles, from senior faculty members speaking of their rich experience in JNU and of the new faculty speaking of their future vision of JNU are welcome. Photographs, cartoons and announcements can also be a part of this bulletin.

This issue revolves around the Delhi Gang Rape, which touched the hearts of all. The recommendations of the Justice Verma Committee on this issue are being discussed nationwide and this bulletin discusses how passionately JNUTA along with GSCASH and the JNUSU have been involved in giving it a fruitful shape.

The long and exhaustive charter of demands of the JNUTA always stands before the administration. The bulletin carries, in detail, the demands and the resolutions adopted by the JNUTA General Body Meeting held on 20th Feb 2013. It also carries the message of the President of JNUTA in ensuring the JNUTA fraternity of his team's commitment towards their colleagues.

This bulletin also carries a small write up by our senior, active and experienced colleague, and one of the founder members of JNUTA - Prof. Varyam Singh.

The editorial team welcomes all suggestions, letters to the editor, for making this bulletin a lively and interactive forum for the JNU teaching community.

jnuta_bulletin@mail.jnu.ac.in

President's Column

It is a matter of great satisfaction and happiness that JNUTA is launching a tri monthly bulletin. This bulletin will serve as a source of information about the initiatives and activities of the Association. It will also provide a forum to highlight problems faced by our fraternity and deliberate upon larger social issues of our times. While the JNUTA continues to take up issues relating to service condition and provision of better amenities for teachers, our primary concern is the realization and recognition of the contribution of the faculty in the life of an educational institution. As a source of intellectual guidance and stimulation, a teacher plays an important role in the transformation of students into responsible and thinking adults. Therefore, the JNUTA strives to ensure due dignity for the teachers in the public realm of the institution. In this light, we believe that the problems and concerns of the teaching community ought to be given utmost priority by the university administration and the Government of the day.

One of the most pertinent social concerns of our times is the crisis faced by the higher education system in India. While the country has the third largest higher education network in the world, following the US and China, producing around 2.5 million graduates every year, this amounts to merely 10 percent of India's youth. Sometimes questions are also raised about the quality of this output, casting aside the challenges faced by the higher education, both in terms of the lack of resources and inadequate pre-collegiate education. The Government insists that these problems can be managed or tackled by opening the doors of higher education to the private sector and foreign universities. However, the vast majority of our country's population cannot afford to meet the high expenses on education demanded by these institutions. The Government, therefore, cannot turn its back on its responsibility to provide affordable quality education to the youth of this country. While on the one hand the Government is reluctant to shoulder its aforementioned responsibilities, on the other hand it does not have any qualms about curtailing the autonomy of educational institutions. Such undemocratic measures bode ill for the future of higher education in India.

At the same time, as the most aware and responsible segment of the higher education system we, as teachers, need to introspect upon our role and obligation towards the betterment of the Indian youth and education. An acknowledgment of our onus to contribute to the same will be a stepping stone towards better fulfillment of our duties.

Sanjay Kumar Pandey

Looking Back

मैं जवाहरलाल नेहरू विश्व विद्यालय के अध्यापक संघ (जे.एन.यू.टी.ए.) से तब से जुड़ा हूँ जब से उसकी स्थापना हुई है। 1972 में मैंने विश्वविद्यालय में कार्य शुरू किया और 1973 से हमने जे.एन.यू.टी.ए. की स्थापना का कार्य प्रारंभ कर दिया। उस समय जे.एन.यू.टी.ए. के संविधान पर जम कर चर्चा हुई, और इसमें प्रख्यात विद्वानों जैसे प्रो शेषाद्री, प्रो मुनीस रज़ा तथा प्रो परिमल कुमार दास ने सक्रिय भूमिका निभाई। इसमें कोई संदेह नहीं था की इस अध्यापक संघ का प्रारूप एक ट्रेड यूनियन की तरह ही था, किन्तु इसका रूप इस से भिन्न था— यह शिक्षकों का संगठन है, यह केवल employer – employee तक ही सीमित नहीं है, इसके साथ छात्र भी पूर्ण रूप से जुड़े हैं। इसीलिए जो पढ़ाता है और जो पढ़ता है दोनों की भूमिकाएँ अपनी अपनी जगह महत्वपूर्ण हैं। जे.एन.यू.टी.ए. का प्रशासन से भी एक अलग ही रिश्ता है। विश्वविद्यालय प्रशासन के शीर्ष पदों पर अध्यापक ही रहते हैं, और हम अध्यापकों में से ही अन्य अध्यापक अधिकारी वर्ग के प्रतिनिधि बन जाते हैं। अधिकतर, प्रशासन अध्यापक संगठन को एक विपक्ष के रूप में देखता है, किन्तु प्रशासन भी विश्वविद्यालय के उद्धार का एक महत्वपूर्ण हिस्सा है, जो शिक्षकों के बिना अधूरा है।

जे.एन.यू.टी.ए. के चार दशक में मैंने बहुत उतार चढ़ाव देखे हैं। आरम्भ के दिनों में आम सभा में बहुत बहस होती थी— जे.एन.यू.टी.ए. लोकतांत्रिक रूप से कार्य करे, यही उद्देश्य था। कई वर्ष तक संगठन सुस्त भी रहा। फिर प्रो आनंद कुमार, प्रो कमल मित्र चिनोए, प्रो मोहंती तथा अन्य अध्यापकों ने नए सिरे से सक्रियता प्रदान की। बड़े बड़े मुद्दे – यू.जी.सी. जाना, वेतन सम्बंधित कठिनाइयों को समझना, सी.ए.एस. को लागू करना, अध्यापकों को अन्याय से बचाना तथा उन्हें सम्मान प्रदान करना, आदि जैसे मुद्दों पर उत्साह तथा संगठित होकर काम किया गया।

आज जे.एन.यू.टी.ए. के प्रतिनिधि एक अच्छा कार्य करने में जुड़े हैं – अपने नए साथियों की मदद करना, चाहे मकान का मामला हो या किसी बिल का। विश्वविद्यालय के सभी स्कूलों के अध्यापकगणों को अपने अपने शैक्षिक योग्यताओं को प्रकाशित करने का मौका दिया जा रहा है। जे.एन.यू.टी.ए. के प्रयास से ही ई.सी. में उसे अब निर्वाचित प्रतिनिधित्व मिला। स्व. प्रो. शशिकांत झा, जैसे अध्यापकों से आज की नयी पौध को प्रेरणा मिले, लोबियाल तथा संजय पाण्डे जैसे अध्यक्ष संगठन को और मजबूत करने में कारगर सिद्ध हों। जे.एन.यू.टी.ए. के संगठन का नेतृत्व हमेशा संवेदनशील रहे। अध्यापक संघ के लोग हमेशा सक्रिय रहें, उसके निर्वाचन प्रक्रिया में भाग लें, सक्रिय रूप से सहायता करें, ऐसी ही मेरी इच्छा व शुभकामनाएँ हैं।

प्रोफेसर वरयाम सिंह

Key demands for the year 2013

1. Housing and related amenities

- JNUTA notes that the ratio of non-teaching to teaching members in the university has decreased in recent years. In this light it is only justifiable that house allotment rules are changed and the sharing of Type houses are done keeping in mind the actual sanctioned strength of each cadre. The present 1:3 ratio of sharing between non-teaching and teaching members is not justifiable. **JNUTA wishes to convey that a situation where a major section of its teaching faculty does not get a proper accommodation is not conducive for proper growth of the university.**
- We demand that a transparent set of rules be formed to expedite the allotment of vacant houses on campus.
- For the new housing complex at Paschimabad, a proper approach road and amenities like children's park, tennis/badminton courts and shopping complex should be constructed.
- Transit houses & the residential complex at Paschimabad should have proper mail boxes.
- A Foot Over Bridge** near the Pashchimabad Gate should be constructed at the earliest to avoid accidents.
- All old houses and the **Faculty Centre** should be renovated at the earliest.
- A mobile crèche for the children of the construction workers should be put in place.
- A separate system of Token should be introduced to allow cars coming to the Paschimabad housing complex to enter through the Paschimabad Gate.

2. UGC/MHRD Guidelines 2008-09

- It is well known that a Revisit Committee was formed by the UGC to address the grievances related to the new MHRD-UGC guidelines. We have reasons to believe that the committee has proposed some major changes in the service conditions of teachers as well as in the guidelines of promotion, including scrapping of API system, and making assistant professors eligible for promotion to associate professor after 9 years of service. The JNUTA has learnt that many of these recommendations have been accepted by the UGC and are currently being reviewed by the Finance Ministry for possible financial implications. **We urge that the JNU administration should immediately take initiative to find out the status of these recommendations with the UGC and the Finance/HRD Ministry. These recommendations have important implications for ongoing recruitment drive of the university. The mandate of the IQAC cell will also have to be modified accordingly.**

- IQAC should have JNUTA representatives.

3. Counting of Past Services

- All pending cases of counting of past services should be resolved within the next 2 months. While doing so, the **administration should refrain from tying up these cases with the new UGC Guidelines.** The JNUTA wishes to reiterate that these cases be resolved keeping in view the recommendations of the Harjit Singh Committee. We also wish to convey that the formation of this committee had no link with the UGC Guidelines. Rather it was formed based on the demands of the JNUTA to provide maximum benefits of past services to its colleagues. **No arbitrarily fixed cut off date or other conditionality should therefore be imposed in evaluating past services of the faculty.**
- The seniority of faculty members, especially in the assistant professor cadre, who are losing seniority because of changes in the service conditions during their probation in JNU, should be protected. **Since JNU has already removed the “mandatory residency” requirement, there should be no faculty member who might be losing her/his seniority as a result of the choice of a particular cut off date by the administration.**
- A JNUTA representative must be included in the committee constituted to consider the cases of counting of past services.
- All cases should be cleared in a time bound manner.

4. Project Cell and Finance Branch

- The current practice of the Finance Branch (including the Project Finance Branch) is causing considerable distress among the teaching community in general and the science faculty in particular. The bureaucratism (nit picking) by these two departments in the name of rule compliance (or, more explicitly, compliance to GFR) is amounting to harassment. We oppose this intent of the UGC/MHRD to implement GFR on academic institutions. Many research institutes have been able to carve out certain flexibilities around the GFR. The JNUTA demands that the JNU administration should take appropriate initiative in this regard.
- Many inadequacies of the project finance cell, particularly in calculating foreign exchange rates, or things as important as improper ledger entry have been brought to the notice of the JNUTA. We demand that this cell be revamped in a major way, and an experienced officer be made in-charge of the cell.
- We appeal to the Vice Chancellor to maintain the tradition of JNU and use his discretion judiciously to give relief to our colleagues in the wake of GFR. We are sure that the administration understands the importance of institutional flexibility for good research and teaching.
- A clear time line should be announced for issuance of Project submission and utilization certificates.

5. CPF/GPF of 60 faculty colleagues

The JNUTA wants a written explanation from the university administration clarifying its position on this issue without any further delay. We reiterate our demand that it should be resolved internally since the university administration was at fault in not circulating the relevant options to its employees (as accepted by the JNU EC). We would also like to know the status of the letter the VC had promised to write to the UGC in this regard. Now that the matter is in the Court, we expect the university lawyers to be sensitive to the cause of the aggrieved teachers.

6. Health Facilities

- We demand cashless facility at different JNU recognized hospitals
- The Administration should take the matter of Extending CGHS facilities to its employees after retirement with the Health Ministry soon.

7. Documentation Officer

EC resolution regarding giving parity to Documentation Officers of JNU with Assistant Librarian should be implemented.

8. Metro Feeder Bus Service

In the wake of the recent incident of rape in a moving bus near Munirka, the JNUTA strongly demands that the Administration starts negotiating with the Metro/DTC for feeder Bus service from Hauz Khas to JNU, especially during the night, keeping in view its large number of women students and residents.

9. Internet Facility

The JNUTA wants a clear time line to make the entire campus, including the residential area, WiFi enabled.

10. Capacity buildup

- We demand that the Capacity Build-up fund Funds should be made available in the XII Plan.

11. Registration dates

Dates of registration should not overlap with the vacation.

JNUTA follow-up & Activities

The JNUTA team took charge in the third week of December. During the past three months the JNUTA executive committee has met thrice followed by a General Body Meeting on 20 February 2013. Since taking charge, the JNUTA has been actively engaged with activities to promote democratic aspirations of the teaching community, and help achieve their justified demands. Our charter of demands is an articulation of this endeavor.

We have taken the following initiatives:

The JNUTA has been able to revive two past practices, including the **'lectures on Nobel Prizes'**, aimed at fostering dialogues between disciplines - a cornerstone of multi disciplinary culture of JNU. We thank Shweta Saran, Sabaree Mitra, Dipjyoti Majumdar, Pramod Rath, Rupamanjari Ghosh and Gulshan Sachdeva for speaking on Nobel prizes in various fields and making the lectures a success. The newly revived, **JNUTA Bulletin**, we hope, would help broaden the scope for discussions and exchange of views in our university. The JNUTA organised a meeting of the residents of the Pashchimabad Multi Storey complex to finalise a charter of demands concerning common problems. It was forwarded to the Vice Chancellor and work has already started on some of these.

Representatives of the JNUTA met Dr. Yoganand Shastri, Speaker of Delhi Vidhan Sabha to take up issues like the **Foot Over Bridge** near Pashchimabad gate of JNU at the Nelson Mandela Road, NOC for the newly constructed dwelling units from Delhi Fire Service and Indraprastha Gas Ltd pipeline for the JNU campus. The officers of the concerned departments who were present in the meeting agreed to initiate necessary action in this regard.

The JNUTA actively pursued its demand for a better public transport connecting some of the nearby metro stations with the campus. Through a couple of meetings with the Union Minister of State for Home Affairs, Shri R. P. N. Singh and the Transport Minister of NCT of Delhi, Shri Ramakant Goswami, we were able to convince the need for such a service for safety and security of the residents of our campus. We are happy to inform you about the new bus route **507A** started from 11 March 2013 (**Poorvanchal Hostel to Safdarjung Terminal and back**) to connect the campus with Hauz Khas, Green Park, and INA metro stations as well as Safdarjung hospital and AIIMS. The demand for a **Feeder Bus Service from Hauz Khas Metro Station to JNU New Campus** has already been met and the bus service has started w.e.f. 12 March 2013.

We are also in touch with the officials of the Health Ministry on our demand to provide **CGHS facilities** to our retired colleagues. We welcome your suggestions in this regard.

The JNUTA is committed to engage itself with issues of larger importance. It joined the protest demonstrations in the aftermath of the horrific incident of 16 December, and mobilised, along with GSCASH and JNUSU, a large section of teachers, students and artists to rise up to the occasion and reclaim the right to safety and dignity of women. It persuaded the JNU administration to give the GSCASH the central responsibility of drafting the recommendations for the Justice Verma Committee Report, on behalf of the university, with a view to strengthening the various democratic institutions of