

## **Minutes of the JNUTA GBM held on 12<sup>th</sup> September, 2014.**

1. **Relief for Flood in Jammu and Kashmir:** JNUTA GBM resolves the following:
  - a) JNUTA expresses solidarity with all the people of J & K who have lost their near ones and property in the recent unprecedented floods.
  - b) We request all members of JNU community to contribute liberally in cash and kind to help the flood affected people of J & K.
  - c) We would explore the possibility of getting in touch with the Teachers' associations of Universities in J & K to see how we can extend our support and help.
  - d) We appeal to the Government of India to expeditiously extend all possible help to the suffering people of J & K.
  
2. **JNU EC Election:** JNUTA GBM resolves the following:
  - a) Dr. Happymon Jacob be nominated by JNUTA to conduct the JNU EC election.
  - b) It was decided that along with these elections the election for the one vacant seat for GSCASH may also be held.
  - c) It was decided that the option of NOTA should be introduced in the elections.
  - d) It was decided that it would be desirable for the Election Committee to organise a debate among the candidates standing for elections for JNU EC.
  - e) It was decided that for future reform, JNUTA will hold consultations whether all faculty members should be allowed to vote for each category of candidates instead of the current limited constituency that votes for each category of candidate.
  
3. **Citizen's Charter:** The University has circulated a Citizen's Charter which does not specify the time line for various services/actions to be rendered by the University administration. JNUTA GBM resolved the following regarding this matter.
  - a) JNUTA rejects this document as being too general, for not specifying the time to be taken for each activity of the administration and for not specifying how accountability will be fixed for delays in delivery.
  - b) JNUTA demands another Citizen's Charter which specifies the time line for each activity and also fixes responsibility for delays.
  - c) JNUTA was appalled to hear of the callous attitude of engineering department during the handing over of the New SIS Building. JNUTA condemns this and demands that such events should not occur in the future.
  - d) JNUTA demands the appointment of an ombudsman in the University to deal with complaints of delay and harassment.
  
4. **Simplification of Rules:** JNUTA GBM resolved the following:
  - a) There should be decentralization of decision making to reduce paper work and delays.

- b) While JNUTA welcomes e-governance, it needs to be expedited since it has been pending for over a decade. Further, the matter of decentralization of decision making goes beyond e-governance and should be immediately taken up.
- c) An Administrative Reforms Committee be set up to suggest simplification and rationalization of decision making in JNU to enable decentralization to take place.
- d) JNUTA resolves to reiterate its earlier resolution (given below) on following the General Financial Rules (GFR) of GoI which allows autonomous bodies to simplify/frame the financial rules within broad parameters.
- i) Since JNU is an autonomous body, it should frame its own simplified rules rather than borrow them from the GoI which is a large bureaucracy and requires more complicated procedures. This flexibility is permitted by the GFR rules as stated below:
- The Preface signed by the Finance secretary, GoI states: Manual issued by this Ministry are to be taken as *generic guidelines*, which have to be necessarily broad in nature. Ministries/ Departments are advised to **supplement these manuals by issuing detailed operating instructions to serve as practical instructions..... and customize the formats to suit local/ specialized needs.**
  - **GFR rule no. 135 states** that GFR guidelines are broad in nature and should be **suitably adapted according to the specific needs of each department.**
  - **GFR rule no. 161 states** that each department should **take steps to ensure that there are no delay in procurement and the purchase is made in a stipulated time.**
- ii) Until the new rules are formulated, old rules passed in the EC resolution of 10-05-1995 should be honoured for the procurement of chemicals/reagents approved by the university level technical committee.
- e) Air Travel rules should be made flexible enabling faculty members to travel via the cheapest flights available and not be restricted to Air India. Further, booking may be allowed via any travel agent/website that offers cheaper tickets for travel.

5. **Wardens' Issues:** JNUTA GBM resolves the following:

- a) Hostel rules should be implementable so that needless friction is eliminated. For this purpose a Committee should be set up which would review the existing hostel rules in the light of the above stipulation.
- b) When rules are implemented by the Wardens, the administration should stand by them.
- c) Any legal action following the implementation of the rules or any action of the Wardens initiated for the discharge of their duties should be initiated by the administration and also funded from the University funds and the Wardens should not be forced to bear such expenses.
- d) JNU administration should develop a system of deducting the mess bills of the students residing in hostels directly from their scholarships, where applicable.

e) There should be regular meeting of IHA.

6. **Project Cell Functioning:** JNUTA GBM resolves the following:

- a) The highhandedness of the Finance Office and Academic branch in dealing with Project related matters is condemned.
- b) Flexibility of GFR of Gol should be exercised as per the needs of JNU and as given in 4(d)(i) above.
- c) Every care must be taken to see that an enabling environment is created and any impediments to smooth functioning of projects are removed speedily.

7. **Traffic Planning:** JNUTA demands the immediate setting up of a full time and independent traffic planning committee.

This matter has been pending since 2010 after the Traffic Planning Report was submitted. The issue is urgent since the number of traffic accidents and environmental problems associated with growing traffic on campus are increasing in the absence of a concrete plan to tackle the situation.

8. **Plagiarism:** JNUTA GBM resolved to set up a Committee to suggest ways to deal with the growing problems of plagiarism in academic work.

JNUTA feels that the problem is one of teacher-taught relationship, of knowledge generation and the ethos of research on JNU campus. Thus, it goes beyond the issue of providing software to check copying (without attributing it to its source).

The Committee would go into both the specific and the broader issues so that we can suggest institutional reform for tackling the problem collectively.

9. **AIRF Faculty Issues:** JNUTA GBM resolved to demand an immediate solution to the problem of AIRF faculty pending for the last more than 6 years.

10. **API and CAS promotions and rejections:** JNUTA GBM resolves the following:

- a) The VC should immediately write to the UGC to allow JNU to have its own modified form of recruitment and promotions which is not based on the mechanical API system which is leading to many problems.
- b) The current system has the worst elements of both the present and the earlier systems. It has been admitted by the authorities that the API system was not designed for universities like JNU. Further, it is causing immense harassment to the faculty and demotivating them from good teaching and research. Pending communication from the UGC, permitting JNU to have its own system, the following changes be brought about in the current system:
  - i) The process of selection be adapted to the needs of each discipline and School / Centre, with higher weightage to teaching, **without any capping** on points earned under the different categories/heads.

- ii) All rejections under the current scheme be reviewed immediately and candidates be promoted, since they are victims of a system of evaluation which is fundamentally flawed.
- iii) The API score, by itself being a numerical representation of the teaching, research and administrative endeavours of a candidate, the University must promote all incumbent candidates under CAS upon the fulfilment of the API scores. Candidates should not have to suffer the disadvantage of both the old and the new systems.
- iv) The counting of past services ought to be immediately rationalised. A given experience of a candidate ought not to be counted differently at different points of time and the false distinction between foreign and Indian experience be given up.
- v) The IQAC which vets the applications does not appreciate the difficulties posed in filling up the API forms. Thus, there ought to be representation of Assistant and Associate Professors and JNUTA on this body.
- vi) The above demands be met by the University in the **next 21 days**, failing which, the TA shall take recourse to direct action for the resolution of the impasse.

11. **One-Person-One-Post:** JNUTA demands that in the true spirit of democratic functioning the University immediately implement the norm of One-Person-One-Post. Further, there should be no revolving door policy under which a small group of people are rotated among the different posts one after the other.

12. **CPF/GPF issue:** JNUTA GBM resolves the following:

- a) The University should immediately take a position in the matter of allowing faculty to switch from CPF to GPF based on the judgment of Delhi High Court in April 2014. This matter is pending for over a decade.
- b) The University's position ought also to be communicated to the Ministry of HRD and the UGC who are delaying the matter. Many other institutions have already allowed their employees to make the switch in the last decade and there is no reason that JNU should not be able to take a similar position.
- c) JNUTA strongly opposes the proposed recovery from CPF/GPF account of individual employees purportedly resulting from the higher interest rate paid over the Government's prescribed rate. Since the interest paid to individuals was out of the return earned on the investments from the employees own money there should not be any issue of recovering the so called excess payment.

13. Since many issues of urgent nature, like, housing, day care centre, infrastructure, health related matters and CGHS, working of legal cell, reemployment and so on could not be

discussed due to shortage of time, they will be taken up in a subsequent meeting. In the meanwhile the GBM authorised the JNUTA EC to carry forward its work on these issues.

14. It was decided that in cases where the VC fails to resolve the problems soon, the Chancellor should be approached for favourable decisions and early action.
15. It was decided that collective action would be taken by JNUTA if the VC fails to fulfil the above mentioned urgent demands, pending for a long time, in a time bound manner **in the next 21 days**.

Dipendra Nath Das  
Secretary, JNUTA.