File No. 16/13/Review/IIM(Indore)/2018/RU-III

To,

The Director,
Indian Institute of Management, Indore,
Prabhandh Shikhar,
Rau Pitampur Road,
Indore – 453556,
(Madhya Pradesh)


Sir/Madam,


It is, requested that action taken report in the matter may please be sent to the Commission within months’ time.

Encl: As above.

Yours faithfully,

(R.K. Dubey)
Assistant Director

Copy for information:
1. SAS, NIC, NCST upload on the web site.
Govt. of India

National Commission for Scheduled Tribes

REPORT AND RECOMMENDATION UNDER ARTICLE 338 A OF THE CONSTITUTION OF INDIA ON THE MEASURES TO BE TAKEN BY THE INDIAN INSTITUTE OF MANAGEMENT, INDORE FOR THE EFFECTIVE IMPLEMENTATION OF CONSTITUTIONAL SAFEGUARDS AND OTHER MAJORS FOR THE PROTECTION, WELFARE AND SOCIO-ECONOMIC DEVELOPMENT OF SCHEDULED TRIBES

DATE OF REVIEW – 31-07-2019

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 of Scheduled tribes in the country. As per constitution provisions the Union and every State Govt. shall consult the Commission on all major policy matters affecting Scheduled Tribes. The NCST is required to present to the Hon’ble President of India Report(s) on working of those safeguards and all such reports are to be laid before each House of Parliament along with memorandum explaining the action taken or proposed to be taken on recommendations relating to the Union and reasons for non-acceptance, if any, of any such recommendations.

2- In pursuance of provision of 338A, a review meeting was held by Shri Sisir Kumar Ratho, Joint Secretary, NCST on 31-07-2019 at Indore on evaluation, monitoring, and implementation of reservation policy (admission and service safeguards for Scheduled Tribes).

3- The Joint Secretary first met with students of IIM, Indore. In his introductory address he mentioned that NCST was set up in Feb.19th 2004. He had mentioned about the role and responsibilities of the NCST. During the conversation, the students
complained about their post matric scholarship. They said that in the lower income group scholarship the annual income criteria is Rs. 8 Lakhs but for the Scheduled Caste and Scheduled Tribes the annual income criteria is Rs. 6 Lakhs. The Joint Secretary replied that Commission has already taken the matter from Govt. and it is in the process.

4- The Joint Secretary held a meeting with Professor Himanshu Rai, Director and Colonel Gururaj Gopinath Pamidi (Retired), Administrative Officer and Shri Ranti Dev Sharma, Officer (Personal/Liaison Officer). The Administrative Officer informed about the composition of Board of Governors as per IIM Act, 2017.

a. A Chairperson from amongst eminent persons distinguished in the field of industry or education or science or technology or management or public administrator or such other field to be appointed by the board.

b. One nominee of the central govt. having charged of the management education or his representative.

c. One nominee of the respective state govt. or respective of such nominees within whose territorial jurisdiction the institute is located.

d. Four eminent persons of which at least one shall be a women distinguished in the field of education, industry, commerce, social service or public administration to be nominated by the board having such experience and in such manner as may be specified by regulations.

e. Two members from the faculty of respective institute to be nominate by the chairperson in the manned to be laid down by the board of regulation.

f. One person of the Scheduled Caste or Scheduled Tribes to be nominated by the board from amongst by the members referred to in clauses (d, e and g)

g. Up to 5 person to be co-opted by the board from alumni or the members of society of the existing institute who have distinguished themselves in the field of management, provide that out of such 5 person, not more than 1 member shall be from the society.

h. Three women members to be nominated by the board from amongst the members referred to in clauses (d) (e) and (g).

i. Director of the institute, ex officio member.

The Department of Higher Education, Ministry of Human Resources, Govt. of India established Indian Institute of Management, Indore as institution of excellence with the support of the Govt. of M.P in 1996 and started its operations in 1997 with the objective of imparting high quality management, education and training. Since its inceptions IIM, Indore has been a leader in the field of Management, Education, interfacing with the industry, Govt. and PSUs. It is promoted and nurtured by the
Ministry of Human Resource Development, Govt. of India and is an institute of National Importance under Indian Institutes of Management Act, 2017. IIM, Indore has received its first international accreditation from the association of MBAs for full time programs- 2 year Post Graduate Programs in Management (both at Indore and Mumbai), one year full time Post Graduate in Management and five year Integrated Program in Management, Fellow program in Management industry, One year full time Post Graduate Programs in Management, General Management for Executives, Virtual learning programs of Executives, Faculty Development Programs, Certificate Course in Business Management for Defence Officers.

5- Information given in questionnaire regarding faculty/department wise list of degree and diploma courses taught in the university at under-graduate, post-graduate and higher level. ST students admitted in each course during last three academic years in the following table:

### Under Graduate Courses

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<tr>
<td></td>
<td>Undergraduate Course</td>
<td>Admission Office</td>
<td>Integrated Programs in Management</td>
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<td>121</td>
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### Post Graduate Courses

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<td>487</td>
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<td>ST 38</td>
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<td>2</td>
<td>Post Graduate Programs</td>
<td>Admission Office</td>
<td>PGP Mumbai</td>
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Ph.D Courses

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<tr>
<th>S. No</th>
<th>Course</th>
<th>Department Name of the Course</th>
<th>Approved Seat Strength</th>
<th>Actually Filled (2016-17)</th>
<th>Actually Filled (2017-18)</th>
<th>Actually Filled (2018-19)</th>
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<td>20-25</td>
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6- Information regarding Scholarship and Research fellowship – IIM provides Need Based Financial Assistance (NBFA) to all participants admitted to the PG Programme in Management, PGP Mumbai, PGP-HR and Integrated Program in Management (IPM) subject to meeting the prescribe eligibility criteria. Tuition fees is exempted for the students admitted under reserve category when they repeat the year due to non-fulfillment of promotion criteria. There is no scholarship exclusively for ST students.

FPM students at IIM, Indore are provided the fellowship grant/stipend of Rs. 27000/- per month during their course work (Term-I, II, III and IV) and Rs. 33000/- per month after clearing the area comprehensive examination as per norms, up to a maximum of four and half years of programme duration.

All Participants admitted to PGP, PGP Mumbai, PGP, HR and IPM whose gross annual family income is up to Rs. 9 lack during the previos financial year 2017-18 are eligible to apply for NBFA, subject to proof of family income, amount of educational loan taken and candidate’s past earning etc. The NBFA committee undertakes a two-step process for deciding the number of awardees and quantum of financial assistance. In the first stage, the students are evaluated on the financial status based on the four criteria- Annual Gross Household Income (including income of the students if employed before joining IIM, Indore and out standings loans if any) Household savings, income Real Estate Assets and other Assets. Based on this score of some of the students are called for a personal interaction with NBFA committee. During this interactions NBFA committee evaluates the financial needs of the
students, as well as endeavor to establish the genuineness of the details provided by the students in the application. Based on this financial assistance will be awarded. There is no separate scheme/procedure in respect of students belonging to scheduled tribes.

The IIM, Indore informed regarding procedure for grant of Govt. of India scholarship to ST students that they uploaded the scholarship scheme information on institute’s internet page. Details are updated on the frequent interval. Students are advised to visit internet page for available scholarship details.

Students are required to visit the website of National Scholarship Portal for Central Sector Scholarship and respective State Govt. website for further details and apply if eligible. Those who are eligible before the stipulated dead line or the dates published by the respective authorities. For any assistance students are encourage to contact the respective Programme Office of the institute.

7- Information regarding Hostel Accommodation given by IIM, Indore is that all graduate/post graduate students studying in the institute stay in campus hostels. There are separate female hostels for all female students studying in institute.

8- Information given by IIM, Indore regarding verification of genuine claims of Scheduled Tribes is that the institute verifies of caste certificate by the Caste Certificate Scrutiny Committee of the issuing state/union territory. There is no case found false/fake at the time of recruitment or at the time of admission during last three calendar year. The candidates belonging to categories for which seats are reserved need to produce a valid caste certificate issued by the competent authority. The caste/community name is verified though the Central Government Category list and accordingly the candidate is registered for the said programme. Reservations norms are followed as per Govt. of India requirement and validation of caste certificates submitted by the candidates with their respective states.

9- Information regarding reservation of post for Scheduled Tribes given by IIM, Indore is that in direct recruitment Group- A and B posts there is 7.5% reservations and in Group C posts there is 14% reservations for Scheduled Tribes. Administrative Officer informed that IIM, Indore is managing IIM, Mumbai campus and carries out recruitment and promotion also. On the basis of population in Maharashtra and Madhya Pradesh the combined (both State Population) give 14% reservation for STs working in IIM, Indore and Mumbai. Periodical review of implementation of reservation policy in the institute by the Chief Administrative Officer of the institute. Dean (Planning and Development), Chief Administrative Officer, Chairmen (Post
Graduate Programme in Management), Officer (Personal) and an Officer are the member of SC/ST cell set up in the institute.

10- Information regarding various activities and research studies taken up by the university /educational institution for the welfare and socio-economic development of STs by IIM, Indore informed that they have adopted the following schools near by the institute (i) EG School Pidamber (ii) Govt. Girls Primary School, Umaria, Government Primary and Middle School, Shramik Colony, Rau and Gouvernement Primary School, Nawada.

11- Following are the observations of the Commission:

(i) There is no proper roster register maintained in the institute.
(ii) In the teaching staff out of 165 sanctioned posts, 150 staff are working, but there is no single Scheduled Tribe person in teaching staff.
(iii) It is appreciable that there is no complaint of grievance pending for disposal from Scheduled Tribe students or employees in the IIM, Indore.
(iv) The Commission is pleased to note that as per IIM Act, 2017, one person from SC/ST is to be nominated on the Board of Governors of IIM.
(v) The number of ST students to be admitted in undergraduate course as well as Post Graduate programmes is about 7-5 per cent. However, the number of ST students in post graduate programme in Mumbai Campus of IIM is 1.6, 2.8 and 0.0 percent during the last three years. Similarly, the number of ST students in fellow programme in management us 0.15,0.0 and 0.0 percent during the last three years.
(vi) As per reports, there is no scholarship available for ST students. Similarly, no preference are given to ST students under the Need Based Financial Assistance (NBFA) Scheme of the Institute.

12- The following are the recommendations of the Commission:

(i) ST employees in IIM, Indore need to be imparted pre-promotion training in respect of their job for facilitating their suitability for promotion.
(ii) Reservation and Roster system in respect of recruitment and as well as promotions should be followed as per rules of Govt. of India and it should be placed in the Public domain for information of employees which will provide transparency in the implementation of reservation policy.
(iii) The grievance monitoring system should be made on-line for better effectiveness.

13-This issues with the approval of Hon’ble Chairperson, National Commission for Scheduled Tribes.
The Commission places on record its appreciation for the cooperation provided to the Commission in carrying out the review of the Constitutional safeguards in the institute

(Sisir Kumar Racho)
Joint Secretary
National Commission for Scheduled Tribes, New Delhi