



***Reservation Policy Implementation for
Scheduled Tribes in Higher Educational Institutions of Manipur:
An Analysis of Disparities and Issues***

Dr. Sonkhothang Haokip¹

Article History

Received
10-04-2025

Accepted
23-05-2025

Published
18-06-2025

Abstract & Indexing

 **I WORLD of
JOURNALS**

 **Crossref** 



ACADEMIA



Abstract

This article provides an in-depth examination of the implementation of reservation policies in higher educational institutions, specifically focusing on ST (Scheduled Tribes) in Manipur. The study analyses the fixed reservation policy for these categories, including the number of reserved points and their application in various educational institutions. The analysis encompasses the Teachers Cadre or Bill Act, 2019, the appointment of faculty at Central educational institutions, and the appointment of assistant professors in colleges, including selection procedures. The study also examines faculty recruitment at Central Agriculture University in Manipur and its branches and faculty members in Manipur University from 2003-2011 and 2018-2019. Furthermore, the article investigates faculty recruitment per the departments with the reservation policy from 2016-2017. The findings reveal significant disparities in the implementation of reservation policies, including reserved seats not being filled according to the Manipur Public Service Commission advertisement, reservation quota disbandment, and issues involving general candidates, the Government, and high court orders. Additionally, the study provides insights into the number of ST teachers in government colleges as of March 2016 and the number of ST employees (Teaching) in government colleges as of March 2016.

Keywords:

Reservation Policy, Scheduled Tribes, Higher Education, Faculty Recruitment, Disparities in Implementation.

¹ Arunachal University of Studies, Department of Political Science, India
sonkhothangh@gmail.com



Introduction

India's reservation system is a cornerstone of its social justice framework. It aims to uplift historically underprivileged groups, including Scheduled Castes (SC), Scheduled Tribes (ST), Other Backward Classes (OBC), and economically disadvantaged communities. By providing reservations in government jobs, promotions, and educational institutions, the system seeks to address centuries of social and economic inequality. With 49.5% of seats reserved in higher education institutions, the reservation policy is vital in promoting social Justice and equality.¹ The Indian Constitution has enshrined the principles of social Justice and equality, ensuring that the Government takes affirmative action to support marginalised communities. Article 335 guarantees service and employment to ST and SC, while Articles 16(4a), 16(4b), and 16(4) provide for post and service reservation.² The Reservation of Vacancies in Posts and Services (Manipur) Act further ensures adequate representation of ST and SC in state offices and services. In Manipur, for instance, faculty recruitment provisions include a 17% quota for OBC, 31% for ST, and 2% for SC. However, despite these provisions, most departments have failed to adhere to the 31% ST quota, particularly at Manipur Central University. This discrepancy raises important questions about the effectiveness of reservation policies in promoting social Justice and equality in higher education. This paper investigates the shortage of tribal faculty in higher education, exploring the complexities and challenges of implementing reservation policies in Manipur's educational institutions. By examining the gaps between policy and practice, this research aims to contribute a deeper understanding of the social justice implications of reservation policies in higher education.

1. Quantity Reserving Policy (Fixed for SC, ST, and OBC)

In Manipur, the reservation policy allocates 2%, 31%, and 17% of positions for Scheduled Castes (SC), Scheduled Tribes (ST), and Other Backward Classes (OBC), respectively. This policy is applicable by the Establishment (SC/ST) rules, as outlined in the notification 36012/1788-Estt (SCT) dated April 25, 1989. Notably, candidates who do not reside in the relevant locality, region, circle, State, or zone are also eligible to benefit from this reservation when hiring takes place on a locality, region, zonal, or circle basis. The percentage of reservations for ST and SC in recruiting zones, circles, or the government/authorities usually decided the regions comprising multiple states through the proportion of SC and ST population in those zones. In contrast, OBC reservations are determined based on their demographic balance in the various zones, processes, or

locations, up to a maximum of 27% per year, as specified in notification No. 9/6/2007-SC/ST/OBC.

Furthermore, the following points warrant attention to this office's notification No. 9/1/91-DP (STs/SCs) dated May 17, 2011, regarding the "Reservation of Vacancies in Posts and Services (Manipur) for ST and SC Rules, 2011." In cases where there are only three sanctioned posts for a given service, the 200-point Reservation Roster may not be applicable. Instead, ST ordinarily occupies the third post. Table No. 1 provides a detailed breakdown of the reservation points in Manipur.

Table 1

Total number of reserved points: 100

<i>Points of Reservation in Manipur:</i>									<i>Total</i>
<i>Scheduled Tribes</i>									62
4	26	49	72	94	117	139	162	184	
7	30	52	75	97	120	143	165	189	
10	33	55	78	100	123	146	168	191	
13	36	59	81	104	126	149	172	194	
17	39	62	84	117	130	152	175	184	
20	43	65	88	110	133	155	178	197	
23	36	68	91	113	136	159	181	200	
<i>Other Backward Classes</i>									34
6	37	66	95	124	153	183	6	37	
12	42	71	99	131	160	190	12	42	
18	48	77	106	137	166	195	18	48	
24	53	83	112	142	171	199	24	53	
31	60	89	118	148	177		31	60	
<i>Scheduled Castes</i>									4
50	98	150	198						

3

1.1 De-Reservation of Vacancies: If a vacancy reserved for Scheduled Castes (SC), Scheduled Tribes (ST), or Other Backward Classes (OBC) is de-reserved, any candidate cannot fill it. According to law, they categorically ban the de-reservation of reserved jobs in cases of direct recruitment. However, in exceptional circumstances, the Ministry/Department may propose de-reserving a vacancy in a Group "A" service, provided they furnish detailed justification, including the designation and pay scale of the post, name of the service, responsibilities and duties of the post, educational and other qualifications required, reasons for not leaving the post vacant, justification for de-reservation, and other relevant information.

1.2 Approval Process for De-Reservation: The administrative ministry must consult the National Commission for SC and the National Commission for ST. The committee forwards its recommendations to the relevant Minister. Subsequently, the relevant Commission views demand consideration.⁴ Thereafter, a committee comprising the Secretaries of Personnel, Social Justice, and Empowerment and the administrative department or ministry responsible for recruitment reviews the proposal. The post can be filled as an open position if de-reservation is approved.

1.3 Reservation in Teachers' Cadre or Bill Act, 2019: The Act aims to establish direct recruitment of members from socially, educationally, economically, and SC/ST classes into the teaching cadre of Central Educational Institutions (CEI). The objective is to reserve sufficient seats in CEI for direct recruitment from the teaching cadre. The goal and target, a reservation of posts, should be viewed as one. Therefore, regardless of any other rule, a sufficient number of seats in a CEI shall be reserved for direct recruitment from the teaching cadre.

1.4 Appointment of Faculty at Central Educational Institutions: To be eligible for appointment as an assistant professor, associate Professor, principal, deputy director of physical education and sports, assistant librarian, or deputy librarian, candidates must meet the minimum qualifications specified by the University Grants Commission (UGC). These qualifications include a master's degree with at least 55% marks (or an equivalent grade on a point scale), a National Eligibility Test (NET), or a State Level Eligibility Test (SLET). Students must submit a written application for admission to a university or institution, reviewed by a Selection Committee. The Union Grant Commission (UGC) should specify the committee's composition following these norms.

1.5 Exemptions and Relaxations: Candidates with a PhD are exempt from the NET and SLET requirements. Furthermore, candidates from SC/ST/Different Ability categories with a strong academic record may be eligible for a 5% relaxation in the minimum qualifying marks at the graduate and Master's levels.⁵ The minimum qualifying marks for this category are 55% (or an equivalent grade on a point scale). Before September 19, 1991, PhD holders who earned their Master's degree before that date may request a 5% grade reduction (from 55% to 50%). When the grading method used by a recognised university follows, a relevant degree comparable to a 55% qualification will also be considered acceptable.

1.6 Age Relaxations: The upper age limit for SC/ST and OBC candidates may be relaxed by five years for SC/ST and three years for OBC.⁶ The upper age limit for government servants appointed by the Government of Manipur is relaxed to continuous service in the post/service. Government servants who belong to OBC/SC/ST satisfy the admission conditions.

2. Appointments of Assistant Professor in Colleges and Selection Procedures

Appointing assistant college professors involves a rigorous selection procedure to select the most suitable candidates. A selection committee requires regulation implementation and serves as a basis for direct recruitment and Career Advancement Scheme (CAS) promotions. The committee assesses candidates' ability to teach and conduct research. This assessment may warrant action through various methods, including a lecture or seminar in a classroom discussion or scenario.

2.1 Final Selection Process: The final selection process gives equal weight to a candidate's performance on a proforma and in various crucial areas. It ensures fairness and transparency in selection. The University Grants Commission (UGC) has approved a model proforma for direct recruitment and CAS for departments and their constituent colleges or affiliated colleges. The new system depends on the Academic Performance Indicator (API)- based Performance Based Appraisal System (PBAS). Universities may also utilise this template.

2.2 Representation on Selection Committees: The direct hiring process selects academicians of teachers and other academic personnel in universities and colleges in India. They will represent the SC, ST, OBC, minorities, women, and disabled categories on all selection committees the Ministry of Education set up. The Vice-Chancellor or their representative must propose an academician to represent these categories. An academician must represent the SC, ST, OBC, minorities, women, and disabled categories on all selection committees. This requirement is for directly recruiting teachers and other academic personnel in universities and colleges.

2.3 Eligibility Criteria for Nominees: The nominee should guarantee that State or central government regulations guide the selection process. The nominee should be an academic cadre level higher than the applicant. This process ensures fairness and transparency in selection.⁷

3. Faculty of Manipur's Central Agriculture University

Table 2

Faculty in Central Agriculture University in Manipur and its branches

<i>States: Tripura, Sikkim, Mizoram, Meghalaya, Nagaland, Arunachal Pradesh</i>	
Total No. of Faculty from 6 states	Total No. of Faculty in Manipur
311	40
Total No. of ST Faculty in all Colleges	No. of ST Faculty in Manipur
27-35	2-4

8

Table 2 reveals a disturbing trend: Scheduled Tribes (ST) display a notable imbalance in representation in the university teaching profession. This lack of representation is a clear indication that ST individuals in India do not receive adequate care or attention. A closer examination of Manipur University and Central Agriculture University reveals that ST individuals do not receive adequate opportunities or engagement in the teaching profession. The discriminatory policies and unwritten restrictions in these institutions are particularly alarming. While it is possible that eligible ST candidates may not be available, the selection mechanism and qualifying criteria frequently undergo manipulation to exclude ST candidates. Any objections or disagreements with reservations for SC and ST cannot mask the harsh realities faced by these marginalised communities.

This attitude jeopardises the cause of SC and ST and undermines the pursuit of learning. The selection of candidates often conceals a hidden, tacit reservation in favour of the ruling elite, created through illicit means or coercion. According to the report, ST individuals comprise a negligible percentage of university professors in Manipur, resulting in vacant seats reserved for SC and ST. Researchers employed the Right to Information (RTI) Act to uncover the truth, revealing a shocking absence of ST Professors at prominent institutions, including Manipur University, Dhanamanjuri (DM) University, Agriculture University, and Manipur Technical Institutes. Table 3 provides a detailed breakdown of the faculty members at Manipur University from 2003 to 2011.

Table 3

Faculty Members in Manipur University (2003-2011)

<i>Year</i>	<i>SC (Faculty)</i>	<i>ST (Faculty)</i>	<i>General (Faculty)</i>	<i>Total</i>
2003 - 2004	01	02	120	123
2004 - 2005	01	02	120	123
2005 - 2006	01	02	120	123
2006 - 2007	05	03	115	123

2007 - 2008	08	03	134	145
2008 - 2009	09	03	140	152
2009 - 2010	10	06	151	167
2010 - 2011	13	08	157	178

9

Despite the Government's directives to implement the Reservation Policy, there is widespread opposition to Scheduled Tribes (ST) receiving reservation benefits. Manipur University, established 45 years ago, has not extended any reservation benefits to SC/ST workers. The Government has issued periodic instructions to take extraordinary measures/recruitment drives for this underrepresented section, but the university has flagrantly violated these directives. A lawsuit against the university stated, "The university officials have been disregarding the reservation rules while filling empty jobs, promotions, and other benefits." The overall assessment reveals that the poor, vulnerable, and dire situation of SC/ST has not changed substantially. At the University of Manipur, the reservation policy stipulated that 17% of seats were for OBC, 31% were for ST, and 2% were for SC. However, the situation at the university is no different from other institutions.

4. Position of Scheduled Tribes in Educational Institutions in Manipur

Instructional positions come under two considerations: highly trained instructors must maintain teaching standards, and competent individuals are unavailable from the SC and ST communities. These factors have precluded the establishment of a reservation policy for university teaching jobs. However, universities in Manipur have followed the quota policy of filling 31% of seats with ST since 1976. A case study of four Manipur universities on hiring teaching positions yielded unsatisfactory results. The study revealed that only 4-6% of Manipur University's instructors are ST, 2-4% at DM University, 0.0% at Manipur Institutes of Technology, and 1-3% at Agriculture University. The proportion of ST teachers appears in the table below. Additionally, the table reveals that only 8 ST faculty members received appointments to Manipur University, and only 139 ST individuals were assigned to 28 government colleges for Assistant Professor Appointments out of 995.

The technical explanation for the small proportion of ST teachers is that competent ST applicants are rarely available. However, the causes are far more complex. Five factors contribute to this disparity: hostile selection committees, uninterested employers, a lack of competent candidates, unethical practices, and the roster system. Two variables dominate employers' apathy and hostile selection committees. First, Vice-Chancellors

show little interest in defending the claims of ST candidates, as they would be less valuable in the temple of learning's political fight. Second, the Selection Committee exists according to the wishes of influential professors and politicians. Surveys conducted at the Central Agriculture University, DM University, and Manipur Institutes of Technology revealed similar results. The teaching staff composition was as follows: only 3 of the 165 instructors belonged to the ST, with 162 belonging to the Forward caste or OBC. As a result, only 1.82% of instructors were from the ST community. The situation at Manipur University remained bleak in 2018.¹⁰ Table 4 lists the departments and faculties at Manipur University for the 2018-2019 academic year.

Table 4

Department and Faculty in Manipur University (2018-2019)

Sl. No	Name of Departments	No. of Faculty All Categories	No. of ST Faculty
1	Hindi	05	Nil
2	Linguistics	06	01
3	Manipuri	08	Nil
4	Philosophy	05	01
5	Anthropology	05	Nil
6	Earth Science	06	Nil
7	Forestry & Environmental Science	02	Nil
8	Geography	03	Nil
9	Physical education & sports science	07	Nil
10	Psychology	01	Nil
11	Biochemistry	06	Nil
12	Biotechnology	08	Nil
13	Life Science	13	Nil
14	Chemistry	12	Nil
15	Computer Science	06	Nil
16	Mathematics	06	Nil
17	Physics	07	Nil
18	Statistics	04	Nil
19	Adult Continuing Education & Ext	03	01
20	Commerce	07	Nil
21	Economics	10	Nil
22	Education	04	01
23	History	05	02
24	Library & Information Sc	04	Nil
25	Mass Communication	05	Nil
26	Political Science	05	01
27	Sociology	03	Nil
28	Teacher Education	06	01
29	Management Studies	06 (Total:168)	01(Total: 8)

11

5. Manipur University's Transformation and Reservation Policies

Manipur University underwent a significant transformation in 2005 when it became a central university. Before this change, the university adhered to the State's reservation policies in recruitment processes. Consequently, faculty posts at this university had traditionally been less attractive to recruiting. After its promotion to central university status, the reservation policy for faculty positions underwent revision. According to Leisangthem (2017), "the reservation of seats was 7.5 per cent for ST, 15 per cent for SC, and 27 per cent for OBC." However, this 7.5% reservation for ST is not applicable in Manipur, given the State's tribal population and its location in the Northeastern region of India.

Several seats were reserved for SC, ST, and OBC students at Manipur University during its tenure as a state university. Regarding non-gazette teaching personnel, the university had only 48 tribals out of 305 workers, resulting in a backlog of approximately 46 positions. Similarly, as of 2006, there were only two tribal faculty members in the department out of 120 full-time teaching faculty members at Manipur University. By 2009, the university had 167 teaching staff, with only three faculties in the ST category. Furthermore, out of 322 non-teaching employees, only 37 were from the ST community. This number falls significantly short of complying with the 10% reservation policy. In reality, the Manipur University administration had strictly adhered to the reservation percentage. However, the data reveals a significant disparity in the representation of ST faculty members and non-teaching staff, highlighting the need for more effective implementation of reservation policies.

6. Manipur Public Service Commission Recruitment (MPSC) and Assistant Professor Recruitment

The Manipur Public Service Commission (MPSC) has released a list of recommended candidates for the position of Assistant Professor at a Government College under Manipur's Higher Education Department. The candidates were selected based on the results of the Academic Scores and interviews held from January 11-19, 2016, and October 30 to November 4, 2017. The Commission has stated that any action taken by the Government in response to the recommendation would be subject to the High Court's order in MC (WP No. 290) of 2017 and WP No. 773 of 2017. By the reservation policy, the MPSC has recruited candidates for all departments, with the number of reservations shown below per category. Table 5 lists the departments and reservations, providing a detailed breakdown of the recruitment process. The table provides a clear overview of

the reservation policy implemented by the MPSC, ensuring transparency and accountability in the recruitment process.

Table 5

Faculty recruitment as per the departments with the reservation policy, 2016-2017

<i>Category & Reserved Seats as per Advertisement</i>							<i>Total</i>	<i>Remark</i>
Departments	UR	OBC	SC	ST	OBCM	OBCMP		
Anthropology	00	00	00	01	00	00	01	
Botany	00	00	00	08	02	00	10	
Chemistry	07	00	00	07	03	00	17	AUR
Commerce	00	00	00	01	00	00	01	
Computer Science	04	00	00	01	04	00	09	
Economics	10	00	01	06	11	00	28	
Education	10	00	01	04	00	01	16	AUR
Electronics	01	00	00	01	00	00	02	
English	23	00	00	10	04	03	37	AUR
Geography	12	00	00	06	00	00	18	
History	07	00	00	03	04	01	14	AUR
Home Science	00	00	00	04	00	00	04	
Law	01	00	00	00	00	00	01	AUR
Manipuri	16	00	00	06	02	00	23	AUR
Mathematics	16	00	00	06	03	02	17	
Philosophy	06	00	00	03	00	00	09	
Physical Education	04	00	00	01	02	00	07	
Physics	06	00	00	03	00	02	11	
Political Science	16	00	00	06	00	06	28	
Sociology	00	00	00	02	00	00	02	
Statistics	01	00	00	01	00	00	01	
Zoology	00	02	00	08	00	00	10	

12

Abbreviation: AUR-Against Unreserved, UR-Unreserved, G-General, OBCM-Other Backward Classes Meitei, OBCMP-Other Backward Classes Meitei Pangal.

In many departments, reserved seats are not filled, according to the MPSC advertisement.

These are the departments involved:

Table 6

<i>Departments</i>	<i>Category number of reserved appointments</i>							<i>Remarks</i>
	<i>G</i>	<i>UR</i>	<i>OBCM</i> <i>P</i>	<i>OBCM</i>	<i>OBC</i>	<i>SC</i>	<i>ST</i>	
Education	01	-	-	08	-	01	8	UA OBCM
Electronics	01	-	-	-	-	-	-	UA ST
English	11		01	09	-	-	16	
Geography	02	-	-	03	-	01	12	
History	-	-	00	09	-	-	04	
Law	-	-	-	01	-	-	-	

Manipuri	03	-	02	13	01	02	02	
Mathematics	03	-	02	09	-	03	00	UA ST
Philosophy	01	-	-	01	-	-	07	
Physical Education	-	-	-	05	-	01	01	
Physics	04	-	-	02	-	-	02	
Political Science	02	-	08	-	02	-	14	
Statistics	-	-	-	01	-	-	-	

¹³ Abbreviation: UA - Unavailable

On September 2, 2014, the Manipur government approved the creation of 418 part-time lectureship positions and 285 Assistant Professor vacancies through the Manipur Public Service Commission (MPSC). On November 1, 2014, the MPSC issued Advertisement No. 15/2014, which advertised 280 Assistant Professor positions at 28 government colleges through direct recruitment. The reservation policy in Manipur allows for a 50% quota, with 2% for SC, 31% for ST, and 17% for OBC. However, the MPSC advertisement had a reservation of 79.3%, which was deemed unconstitutional and illegal. A series of petitions and court orders followed, with the High Court allowing the MPSC to proceed with the recruitment process but restricting the publication of results without court permission. Despite this, 418 part-time college professors' regularisation occurred on May 10, 2016.¹⁴ On December 6, 2014, a memorandum to the Chief Minister of Manipur and a representation to the Chief Secretary occurred, requesting that all existing empty jobs (418+285=703) be filled through direct recruitment through the MPSC, following the State's reservation policy.

The reservation scheme received official designation to favour SC and ST, but its implementation in Manipur has been problematic. The use of "General" instead of "Unreserved" in selecting professors excludes tribal people, who make up 41% of the population. As a result, more than 80% of government jobs and seats go to the general public or community. Moreover, the Manipur government has ignored the 100-Point Roster approach in the design of the reservation scheme, which has further exacerbated the problem. Data obtained through RTI reveals a significant shortfall of ST lecturers in government colleges, with only 139 out of 955 Assistant/Associate Professors being ST. The recent regularisation of 415 part-time college lecturers also had fewer ST recruits. Furthermore, out of the 280 Assistant Professor positions advertised through the MPSC, only 31 ST candidates were recruited.¹⁵

The Department of Personnel and Training has stated that any reserve surplus or deficit comprises subsequent recruitments. However, if the previous recruitment of Assistant Professors and lecturers fails, tribals will continue to face denial, discrimination, and

exclusion. The Constitution reserves 15% of teaching positions for SC and 7.5% for ST, except in minority institutions. Article 30 (1) of the Constitution also provides for a 27% reservation of seats in educational institutes for OBCs. Centrally funded universities, colleges, and institutions must follow Indian government regulations and legislation regulating reservations, while state universities can follow the State's reservation percentage. In dealing with the problem, the various government institutions, particularly the court and executive, should be thoughtful and sensitive enough to provide fair Justice and smooth out the disparity. The indigenous people are no strangers to such agonising experiences. Denial of Justice occurred if the scheduling setback for ST occurred.

The RTI Act received assent from the Kuki Students' Organization General Headquarters. Except at minority institutions, the Constitution reserves 15% of teaching positions for SC and 7.5% for ST. Article 30 (1) of the Constitution provides for a 27% reservation of seats in educational institutes for OBCs. Except in Minority Institutions, Article 30 (1) of the Constitution reserves 27% of teaching seats for OBCs.¹⁶ All centrally funded universities, colleges, and institutions must follow Indian government regulations and legislation regulating reservations. Federal law allows state universities to follow the State's reservation percentage.

Furthermore, the Manipur government's failure to implement the reservation policy has resulted in a significant disparity in the representation of ST lecturers in government colleges. The data obtained through RTI reveals that only 139 out of 955 Assistant/Associate Professors are ST, and the recent regularisation of 415 part-time college lecturers had a low number of ST recruits. The situation indicates the Manipur government's lack of commitment to implementing the reservation policy. The Government's failure to address the disparity in the representation of ST lecturers has resulted in a denial of opportunities for the tribal community. Therefore, the Government must immediately address the disparity and ensure that the efficient execution of the reservation policy yields optimal results. The Government must also take steps to increase the representation of ST lecturers in government colleges and ensure that the tribal community has equal opportunities in education and employment.

Additionally, the Government should ensure that the recruitment process is transparent and fair and that the reservation policy comes into force in letter and spirit. The Government should also address the shortage of ST lecturers in government colleges and ensure that the tribal community has equal representation in the education sector. It is also essential that the Government takes steps to address the social and economic

disparities faced by the tribal community. The Government should implement policies and programs that promote

7. Assistant Professor Recruitment: Facts and Grievances

The regularisation of 418 part-time lecturers at government colleges has been criticised, with some claiming that ST candidates are overrepresented. However, this assertion is based on a flawed assumption, as the Government's failure to provide adequate reservations for reserved groups, particularly ST and OBC - Meitei Pangal (MP), has resulted in a skewed representation. The hiring of part-time academics has had a detrimental impact on the current recruitment of 280 assistant professors through the MPSC, which has been ongoing since November 2014. As a result, the Government must take corrective action to rectify the situation without cancelling the recruitment drive. Many candidates who have undergone an interview are nearing the maximum age for consideration for any government position. Therefore, the Government will be solely responsible for the consequences of terminating the 418 part-time regularised lecturers and the current recruitment drive for 280 assistant professors, whether social or emotional.

The fact that the recruitment procedure for 280 assistant professors is under dispute in court has caused the aspiring applicants grief, sadness, and betrayal.¹⁷ This situation necessitates serious reflection on the part of the Government while creating policies and making decisions. The All Tribal Students' Union Manipur noted that the Higher Education Department recorded 166 Assistant Professorial backlog vacancies. The reservations rule evi in the 2014 recruitment for regularised contractual lecturers and the direct recruitment of lecturers in government higher secondary schools. However, analysing the posts filled before this recruitment reveals a stark underrepresentation of ST candidates. Table 6 shows a shortfall/backlog of 148 Part-Time Assistant Professors, while Table 7 shows the direct recruitment of 280 Assistant Professors. These statistics highlight the need for the Government to take immediate action to address the disparity and ensure that the reservation policy implementation process boasts optimal efficiency and productivity.

Table 7

148 Part-Timers Assistant Professor, 2014

Category	No. of posts	No. of posts occupied	Shortfall	Excess
ST	129	31	98	-
Non-S.T	289	387	-	98

Table 8

280, Assistant Professor direct recruitment, 2014

Category	No. of posts	No. of allotted posts
ST	88	184
Non-ST	192	96
Total	280	280

18

In Table 7, the number of posts, such as [129](#) and [289](#), are allocated by the [200](#)-point roster reservation policy. Conversely, the number of posts occupied refers to the existing posts filled by previous appointments. In Table 8, the number of posts, including 88, [192](#), and [280](#), are allocated per the [200](#)-point roster reservation policy. The number of allotted posts, including [184](#), 96, and [280](#), are as per the MPSC advertisement. A significant shortfall is evident during observation, with 98 posts set aside for ST candidates whom non-ST candidates occupy. In the direct recruitment of [280](#) Assistant Professors through the MPSC, [184](#) posts of Assistant Professors are allocated to ST candidates to compensate for the shortage of 97/98 ST seats. However, the Government's questionable actions do not end here. Table 8 illustrates a situation before [2014](#), highlighting a significant shortage of ST candidates in various positions.

Table 9

Existing posts before 2014

	Post	STs	31%	Shortfall
Existing Lecturers (prior 2014)	220	29 (13%)	68	39

Table 9 reveals a disturbing 39-seat decrease for tribal candidates. This significant tribal gap of 39 seats has been discreetly set aside, with no discernible plan on the part of the Government to fill these vacant positions. Regrettably, this trend also holds for part-time Assistant Professors who underwent recent regularisation and for direct recruitment of Assistant Professors in government colleges in 2014. The Government's recent regularisation of part-time Assistant Professors has resulted in a meagre 31 (7.4 percent) ST seats out of 418 regularised part-timers. The staggering 97 percent shortage of ST candidates highlights a significant disparity in representation. If the current recruitment process fails, tribals will continue to face deprivation, discrimination, and exclusion. These agonising experiences are nothing new for Indigenous people. Therefore, the Manipur government must uphold and defend its reservation law, providing a 31 percent

reservation for ST candidates. If Justice for ST remains unaddressed, it appears that Justice for ST in Manipur remains denied.¹⁹

8. Issues involving general candidates, the Government, and High Court orders

The issues surrounding general candidates, the Government, and High Court orders are complex and multifaceted. On July 25 and 28, 2016, the Government Advocate submitted a further reply affidavit, which led the judge to pose several critical questions.

Firstly, the judge asked if it is acceptable for the Government to disregard the reservation regulations for contract/part-time lecturers. This question highlights the tension between the Government's actions and the rights of reserved category candidates.

Secondly, the judge enquired if a more than 50 percent reserve is acceptable. This question addresses the issue of reservations exceeding the stipulated 50 percent limit, allegedly due to ST Backlog seats.

Thirdly, the judge noted that the regularisation of 418 part-time employees and the recruitment of 280 associate professor positions cannot be combined. This observation underscores the need for clarity and transparency in the recruitment process.

Lastly, the Government's advocate claimed that there is no ST seat backlog. However, the petitioners dispute this assertion, arguing that the reservation exceeded 50 percent due to ST Backlog seats.

In a related development, 21 petitioners challenged the MPSC's advertisement no. 15/2014, alleging it violates the Government of Manipur's reservation quota. Unfortunately, only 9 of the 21 petitioners qualified for the screening exam, despite 20 applying and presenting. The Government filed a counter-affidavit with the High Court, claiming that the writ petition purposefully withheld information for an ulterior reason. The High Court (single bench) issued a ruling requiring the Government to adhere to the reservation policy. The MPSC announced that the personality test results would be declared to follow within 30 days, and the authorities issued an appointment order after the election process. A limit applies to Reservation 50 percent, with 140 seats for reserved categories and 140 seats earmarked for unreserved (UR) candidates.²⁰ Table 9 illustrates the number of part-time Assistant Professors (418) and the shortage.

Table 10

418 Part Time Assistant Professor and the shortage, 2011

Category	No. of seats as per 200 point roster		No. of existing posts occupied		Shortfall	Excess
ST	129		31		98	-

Non - ST	289	Total: 418	387	Total: 418	-	98
----------	-----	------------	-----	------------	---	----

The Government of Manipur Gazette, issued on May 17, 2011, stipulates 31 percent of seats in public and reserved Government jobs for Scheduled Tribes (ST) by reserving vacancies in positions and services. This provision aims to promote tribal representation and address indigenous communities' historical disparities. However, the Manipur government's failure to uphold and implement this legislation has resulted in a significant shortage of ST candidates in government agencies. The lack of indigenous representation is evident in the recent appointment of lecturers in Government Higher Secondary Schools and Assistant Professors in government colleges.

A glaring example of this disparity is the 2016 regularisation of 415 part-time college instructors, where only 31 ST candidates were selected, accounting for a mere 7.4 percent. The massive shortage of 98 ST candidates highlights a significant disparity in representation. Furthermore, as of March 2016, no regular professors were in any government college. The Manipur Government Employees List (MGeL) data, accessed in August 2016, reveals a dismal representation of ST candidates in government colleges. The data provided by Roji Rajkumari, State Public Information Officer (SPIO)/Administrative Officer (AO), highlights the need for urgent action to address this disparity. According to the RTI Act, 2005, applications were received from Shri Katingpow Panmei, Tamenglong headquarters – 795141, and Shri T. Jacob Ningshen, Ukhrul District – 795142. In response, Roji Rajkumari provided the number of current ST Assistant/Associate Professors in government colleges.

The data is accessible in the Manipur Government Employees List (MGeL) in August 2016, and the Appendix provides the number of current ST of Assistant/Associate Professors in government colleges in his application dated 31/08/2016. However, there has not been a regular professor in any government college until now. Table 11 shows the number of ST employees (teaching) at government colleges as of March 2016. This data serves as a stark reminder of the Manipur government's failure to promote tribal representation. The Government's inaction on this issue raises concerns about a systematic attempt to erase tribalism and neglect the rights of indigenous communities.

Table 11

Number of ST Employees (Teaching) of Government College as of March 2016

Name of Colleges in Manipur	Sanction Post	Asst. Professor, Assoc. Prof. & Professor	Asst. Prof. & Assoc. Prof
	Total	All categories	ST
MD. College of Arts	69	63	13
DM College of Commerce	20	18	01
DM College of Science	115	110	04
DM College of T. E.	14	13	00
GP Women's College	92	74	09
Hindi TT College	06	03	00
Imphal College	77	73	03
Manipur College	66	59	02
NG College	31	22	02
Oriental College	63	49	01
Ideal Girls College	33	16	00
MB College	34	25	02
Modern College	63	53	06
LMS. Law College	06	05	01
Nambol L. Sanoi College	47	24	01
C.I. College	34	16	00
Moirang College	38	31	01
Haoreibi College (Lilong)	46	30	00
Thoubal College	61	46	01
Y.K. College	38	21	01
Kha-Manipur College	44	30	00
Churachandpur College	56	39	28
Lamka College	27	18	12
Hill College,	11	11	06
Pettigrew College	23	12	09
Presidency College	47	42	08
Tamenglong College	30	17	14
United College	59	35	14
Total: 28 Colleges	1250	Total: 955	Total: 139

21

In the State Government College, teaching positions are created and advertised by the Government and filled by the Manipur Public Service Commission (MPSC). However, the college also has some discretion in appointing teachers on an ad-hoc basis as and when needed. The Government hires these teachers to address immediate staffing requirements. In a letter to Shri Katingpow Panmei, Tamenglong Headquarters, Roji Rajkumari, State Public Information Officer (SPIO) and Administrative Officer (AO), Directorate of University and Higher Education, Government of Manipur, revealed a startling fact. According to her, there are no permanent ST Professors in government

colleges. This assertion indicates that no ST candidate has been appointed or recruited for the position of Professor thus far.

Furthermore, ST candidates are also severely underrepresented in Assistant Professor and Associate Professor positions. A staggering 955 Assistant and Associate Professor positions are available, with only 139 reserved for ST candidates. This results in a vast and staggering shortfall of 157 ST seats, highlighting the gross underrepresentation of ST candidates in these positions.²²

Conclusion

In the State Government College, teaching positions are created and advertised by the Government and filled by the Manipur Public Service Commission (MPSC). However, the college also has some discretion in appointing teachers on an ad-hoc basis as and when needed. The Government hires these teachers to address immediate staffing requirements, ensuring that the educational institution can function smoothly and efficiently. In a letter to Shri Katingpow Panmei, Tamenglong Headquarters, Roji Rajkumari, State Public Information Officer (SPIO) and Administrative Officer (AO), Directorate of University and Higher Education, Government of Manipur, revealed a startling fact. According to her, there are no permanent ST Professors in government colleges. This assertion indicates that no ST candidate has been appointed or recruited for the position of Professor thus far.

Furthermore, ST candidates are also severely underrepresented in Assistant Professor and Associate Professor positions. A staggering 955 Assistant and Associate Professor positions are available, with only 139 reserved for ST candidates. This results in a vast and staggering shortfall of 157 ST seats, highlighting the gross underrepresentation of ST candidates in these positions. This significant disparity raises concerns about the fairness and equity of the recruitment process. It also underscores the need for the Government to take proactive measures to address the underrepresentation of ST candidates in teaching positions. By doing so, the Government can promote diversity, inclusion, and social Justice in the education sector.

Bibliography:

All Tribal Students Union Manipur. Alleges red-tapism. (2019, November 10). Retrieved from <https://www.thesangaiexpress.com>.

All Tribal Student Union Manipur. (2016, June 7). Reminds Government on ST seat deal: Manipur News, chronically bureau. Retrieved from <https://www.thepeoplechronicle.in>.

Bhattacharya Mohit. (2005). *Political Ideas and Ideologies*. New Delhi, Indira Gandhi National Open University Publications, p. 47.

Government of Manipur. (2007, July 11). The Manipur Reservation of Vacancies in Posts and Services (SC & ST.) Second Amendment Act, 2007, Notification No. 2/14/2007-Leg/L. Manipur Gazette extraordinary published by Authority.

Indian National Commission for ST. (2004). Retrieved from <https://vikaspedia.in>.

Kuki Students Organisation urges the filling of the reservation shortfall. (2016, September 15). *The Sangai Express*, Manipur.

Manipur Central University. (2018). Annual Report 2017-2018.

MPSC. (2014, November 15). Through direct recruitment in 28 government colleges, Advertisement No.15/2014. Retrieved from <https://www.mpscmanipur.gov.in>.

Manipur Central University. (2013). Annual Report 2012-2013.

Ministry of Human Resource and Development. (2019). Submitted Institute Data for NIRF 2020, Central Agriculture University (IR-O-U-0336), and Government of India. Retrieved from <https://vsit.edu.in>.

Meena. (2018). Government of India National Commission for Schedule Tribes, Tour Report /01/Manipur/VC and Member (HKD) /2018/RU-II. Retrieved from <https://ncst.nic.in>.

Manipur No. of ST Employee (Teaching) of Government Colleges, as per record in Employees List. (2011, March 6). Retrieved from <http://www.highereducationmanipur.gov.in>

The number of Scheduled Tribes Employee (Teaching) of Government Colleges, as per record in Employees List. (2012, March 6). Retrieved from <http://www.highereducationmanipur.gov.in>.

Pylee, M.V. (2008). *Constitutional Government in India*. New Delhi, S. Chand Publishing, P. 552.

Prakash, H. Gyan. (2014). Manipur Public Service Commission, Notification 2017, 6th November No.7/16/2014-MPSC. Retrieved from <https://mpscmanipur.gov.in>.

Pulamte, John H. (2007, March 16). Tribal reservation in Manipur: A boom or a bane, *The Sangai Express*, Imphal, Manipur.

Reservation of Manipur in Service & Post Vacancies ST and SC Rules. (2011, May 20). Manipur Gazette Extraordinary Published, P. 6.

The Central Educational Institutions. (2019). Reservation in Teachers' Cadre. Act No. 10 of 2019. Retrieved from egazette.nic.in.

Union Grant Commission. Annual Report. (2017-2018). Retrieved from <https://www.UGC.ac.in>

Union Grant Commission. (2020). Eligibility of Assistant Professor, JRF & PhD Degree Holders. Retrieved from <https://www.ugc.ac.in>.

References:

- ¹ Bhattacharya Mohit. (2005). *Political Ideas and Ideologies*, New Delhi, Indira Gandhi National Open University Publications, P. 47
- ² Pylee, M.V. (2008). *Constitutional Government in India*, New Delhi, S. Chand Publishing, P. 552
- ³ Reservation of Manipur in Service and Post Vacancies ST and SC Rules. (2011, May 20). Manipur Gazette Extraordinary Published, No.113, P. 6
- ⁴ The Indian National Commission for Scheduled Tribes. (2004). Retrieved from <https://vikaspedia.in>
- ⁵ Union Grant Commission. (2020). Eligibility of Assistant Professor, JRF and PhD degree holders. Retrieved from <https://www.ugc.ac.in>
- ⁶ The Central Educational Institutions. (2019, July 19). Reservation in Teachers' Cadre. Act No. 10 of 2019. Retrieved from egazette.nic.in
- ⁷ Manipur Public Service Commission. (2014, November 15). Advertisement No.15 of 2014, direct recruitment to Assistant Professor positions in colleges.
- ⁸ Ministry of Human Resource and Development. (2019). Institute Data for NIRF 2020, Central Agriculture University (IR-O-U-0336), Govt. of India. Retrieved from <https://vsit.edu.in>
- ⁹ Manipur Central University. (2013). University Annual Report 2012-2013.
- ¹⁰ Meena, SP. (2018). Government of India National Commission for ST Tour Report /01/Manipur/VC & Member (HKD) /2018/RU-II, New Delhi. Retrieved from <https://ncst.nic.in>
- ¹¹ Manipur Central University. (2018). University Annual Report 2017-2018.
- ¹² Prakash, H. Gyan. (2017, November 6a). Manipur Public Service Commission, Notification No. 7/16/2014-MPSC. Retrieved from <https://mpscmanipur.gov>.
- ¹³ Prakash, H. Gyan. (2017, November 6b). Manipur Public Service Commission, Notification No. 7/16/2014-MPSC. Retrieved from <https://mpscmanipur.gov>.
- ¹⁴ Manipur Public Service Commission. ((2014, November 1). Advertisement No.15/2014 through direct recruitment in 28 Government colleges. Retrieved from <https://mpscmanipur.gov.in>
- ¹⁵ All Tribal Students Union Manipur, Alleges red-tapism. (2019, November 10). Retrieved from <https://www.thesangaexpress.com>

- ¹⁶ Union Grant Commission. (2018). Annual Report, 2017-2018. Retrieved from <https://www.ugc.edu>
- ¹⁷ MPSC, (2014, November 1). Advertisement No.15/2014 through direct recruitment in 28 Government Colleges. Retrieved from <https://mpscmanipur.gov.in>
- ¹⁸ Manipur Public Service Commission. (2014, November 1). Recruitment of 280 Assistant Professors on various subjects, No. 15/2014 through direct recruitment in 28 Government Colleges. Retrieved from <https://www.karmasandhan.com>
- ¹⁹ All Tribal Student Union Manipur, Reminds Government on ST seat deal: Manipur. News, chronically bureau, Imphal. (2011, June 7). Retrieved from <https://www.thepeoplechronical.in>.
- ²⁰ Kuki Students Organisation (KSO) urges to fill up Reservation shortfall. (2016, September 15). *The Sangai Express*, Manipur.
- ²¹ Manipur No. of ST Employee (Teaching) of Government Colleges, as per record in Employees List. (2011, March 6). Retrieved from <http://www.highereducationmanipur.gov.in>
- ²² The Manipur reservation of vacancies in posts and services (for SCs & STs) Second Amendment Act, 2007, Notification No. 2/14/2007-Leg/L. (July 11, 2007). Manipur Gazette extraordinary published by Authority.