

SCHEME OF DR. AMBEDKAR CHAIRS (Revised in 2011)

Babasaheb Dr. B.R. Ambedkar was a great National Leader of Twentieth Century. He was an intellectual, scholar, statesman and contributed greatly in the nation building. He led a number of movements to emancipate the downtrodden masses and to secure human rights to millions of depressed classes. He has left an indelible imprint through his immense contribution in framing the Modern Constitution of India. He stands as a symbol of struggle for achieving the Social Justice. Therefore, setting up of Chairs in various Universities/Institutes in his memory is a befitting tribute to this illustrious Son of India.

2. Objects of the Scheme

The main objective of this Scheme is to provide well-equipped Centres of learning to intellectuals, academicians and students to undertake studies and research with an intention to understand, assess and disseminate ideas and thoughts of Dr. B.R. Ambedkar particularly on subjects like Economics, Political Science, Religion, Philosophy, Constitutional Studies, Education, Social Work, Human Rights as well as other disciplines considered relevant for attainment of our National Goal of Social Justice. In each of these disciplines the focus of research and teaching will be the study of deprived sections of Indian Society. In achieving this objective, the Chairs will also undertake research and higher studies concerning the socio-economic and cultural life of the marginalized groups and other weaker sections of the society. The Chairs would strive to develop appropriate methodologies to translate Dr. Ambedkar's ideas into practical propositions and policy instruments. The specific areas of research and learning in the concerned disciplines will be spelt out in the Memorandum of Understanding to be signed jointly by Dr. Ambedkar Foundation and the concerned University/Institute.

3. Functions of the Chairs

Broadly the Chairs will serve as Centres of learning and research not only on the subjects concerning Dr. Ambedkar's Works and Philosophy, but also on the issues concerning the socio-economic and cultural life of Scheduled Castes, Scheduled Tribes,

Minorities, Backward Classes and other Weaker Sections of the Society. In pursuance of these objectives, the Chairs will undertake research for understanding and disseminating the ideas of Babasaheb Ambedkar. These objectives shall be achieved not only by conducting research and teaching, but also by organizing Seminars, Symposia, Workshops and other similar academic activities.

4. **Staffing of the Chairs**

To carry out the above mentioned objectives and to discipline the functions assigned to them each Chair set up in different Universities/Educational Institutions will have the following staff:-

S.No.	Name of the post	No. of posts	Pay Scale
1.	Professor (Full time Professor, equivalent to Professor of the University)	One	Rs. 37,400-67,000 + G.P. of Rs.10,000/-
2.	Research Officer (in the rank and pay equivalent to Lecturer in the University)	One	Rs. 15,600-39,100 + G.P of Rs. 5,400/-
3.	Stenographer (Grade ‘C’)	One	Rs. 9,300-34,800 + G.P. Rs.4,200/-
4.	Peon	One	Rs. 5,200 – 20,200/- + G.P of Rs.1800/-

Against each of the above refereed posts persons shall be recruited in accordance with the Statutes, Rules and Regulations followed by the concerned Universities/Educational Institutions in this regard keeping in view the conditions stipulated under the Memorandum of Understanding (MoU) entered between Dr. Ambedkar Foundation and the concerned Universities/Institutions. The posts of Professor, Research Officer, Stenographer and Peon will be permanent and hence the persons working against each post will be treated on par with regular staff in the University/ Educational Institution for all purposes.

Further, in respect of service matters, the staff functioning under the Chairs shall be governed by the Rules and Regulations and Statues followed by the University/Institution in this regard. The staff working under the Chairs shall be eligible for all benefits such as HRA, CCA and all other allowances/benefits which are available to the rest of the staff working under such University/Institution.

5. **Appointment of Staff**

Appointment to the posts of Professor and Research Officer shall be made by following the same procedure as followed in respect of regular Professors and the Lecturers in the concerned University/Institution. The Selection Committee shall include a representative from the Dr. Ambedkar Foundation. The persons appointed against the posts of Professor and Research Officer of Dr. Ambedkar Chair shall be treated as regular staff members of the University/Institution. Professors so appointed shall be eligible for all the privileges, which are available to the rest of the Professors such as Membership of the Senate, Syndicate and various Academic and other Bodies/Councils of the University/ Institution.

(a) **Professor**

Only a person adequately qualified in the relevant discipline(s)/subject shall be appointed as the Professor of the Chair. He/she shall be appointed by following the same procedure which is applicable for selection of a full time Professor in the concerned University/Institution. No superannuated person shall be appointed to the Chair. Academic qualifications, experience, age limit etc. to be followed in this regard shall be similar to those which are applicable for selection to the post of a Professor in the concerned University/Institution. The Professor should possess adequate knowledge and working experience on Dr. Ambedkar's thoughts and works and should possess proven commitment to the cause of Social Justice. As far as possible, persons belonging to Scheduled Castes, Scheduled Tribes, Backward Classes or those belonging to other Weaker Sections of the society may be preferred while selecting as Professor and Research Officer under Dr. Ambedkar Chair.

(b) **Research Officer**

A Research Officer in the rank and scale of Lecturer to University shall be recruited and appointed by following the same procedure, which is applicable for recruitment to the post of Lecturer in an Indian University. All the terms and conditions applicable in service matters to Lecturers in the University shall also be applicable to Research Officer. The Research Officer shall function under overall supervision of the Professor of the Chair.

(c) **Stenographer Grade 'C' and Peon**

Stenographer Grade 'C' and Peon shall be selected by following the procedures as laid down under the Rules of the University/Institution for such posts.

6. Monitoring

For regular monitoring and periodic review of the work of the Chairs, the Foundation would set up two Committees, as follows:-

- (i) A Performance Appraisal Committee - for regular monitoring and
- (ii) A Review-cum- Evaluation Committee - for periodic evaluation

Indicative details of the two Committees are as follows:-

- (i) The 'Performance Appraisal Committee' will keep a regular watch over various programmes to be conducted by the Chairs on behalf of DAF. It would perform concurrent review of the Chairs with a view to taking timely correctives steps. It would consist of 3 retired Vice-Chancellors or persons of similar academic eminence.

- (ii) A 'Review-cum-Evaluation Committee' will be set up to assess the overall functioning of the Chair w.r.t. its objectives over a period of time. It would be set up at intervals of 3-5 years, and will consist of five members including 3 academicians and scholars, nominated by Chairperson, DAF, a nominee of UGC, and a representative of DAF, nominated by the Chairperson.

7. Submission of Annual Report, Audited Utilization Certificate and Statement of Accounts

The Chair shall publish Annual Report highlighting the activities undertaken in various fields in terms of the Memorandum of Understanding as well as the Scheme every year. It will also submit Annual Report to the Foundation showing the utilization of the funds released to them. Accounts and financial transactions of the Chairs shall be audited in the same manner as the accounts of University are audited once in a year and a statement showing the detailed audited account shall be submitted to the Foundation as soon as the accounts are audited.

The Universities/ Institutes/Chairs may submit the Utilization certificates issued by a Chartered Accountant, as interim documents, for facilitating early release of the grants to the Chairs. However, the CAG/Local Fund Audit Report (as applicable to them) should be submitted by the University/Institute as and when this Audit is done. The Chair also shall submit the 10 Point Annual Action Plan for the next year to the Foundation before releasing the grant.

The Chair also shall submit the 10 Point Annual Action Plan for the next year to the Foundation before releasing the grant. Topics for the research projects, seminars/ workshops,

lectures, discussions, training programmes etc. may be decided in consultation with the Foundation before the commencement of the next financial year.

8. **Funding the Chairs**

An amount of **Rs. 35.00 lakh** per year would be provided as grant-in-aid to each Chair to carry out activities as enshrined under the Scheme as well as Memorandum of Understanding. The Chair will be financed out of the interest earned from the Corpus Fund created for this purpose in Dr. Ambedkar Foundation. The funds shall be released in advance every year and the Chair/University shall not divert these funds for any purpose other than for running the affairs of the Chair as shown in the annexure to this Scheme. The Chair will come into effect after the Professor is appointed.

To facilitate establishment of the Chairs one time grant of Rs. 2.00 lakh shall be released to each Chair at a the time of initial establishment of each Chair. This grant of Rs. 2.00 lakh shall be utilized for procuring the necessary equipments like typewriters, furniture, cupboard, FAX, Computer, books etc. The broad heads/items under which the annual grant **Rs. 35.00 lakh** shall be spent are shown in Annexure to the Scheme. As far as possible utilization of the funds should be restricted to the limit prescribed under each sub-head unless and otherwise warranted by special circumstances.

9. **Management of the Scheme**

The Scheme of establishment and management of Dr. Ambedkar Chairs shall be administered by Dr. Ambedkar Foundation, Ministry of Social Justice and Empowerment, Govt. of India.

Instructions and guidelines issued from the Foundation from time to time shall be binding and strictly followed in carrying out the affairs of the Chairs.

The Chair will function as an integral unit of the University/Department under which it is set up. For all day-to-day administrative and academic purposes, Professor heading Dr. Ambedkar Chair shall report to the Head/Chairman of the Department/ Centre of the University under which it is established. The University will set up an Advisory Committee consisting three persons in the concerned Department/Centre under the Chairmanship of the Head of the Department/Chairman of Centre to advise the activities of the Chair.

The Scheme will come into force with immediate effect.

Annexure

Details of Heads/Sub-Heads under Chair the annual grants will be utilized by the Chairs

Head	Scale of Pay	Emoluments/Grants
A. Salaries of the Staff working under the Chair		
1. Professor	Rs. 37,400-67,000 + G.P. of Rs.10,000/-	Rs. 25,00,000/-
2. Research Officer	Rs. 15,600-39,100 + G.P of Rs. 5,400/-	
3. Stenographer Grade 'C' / Computer Operator	Rs. 9,300-34,800 + G.P. Rs.4,200/-	
4. Peon	Rs. 5,200 – 20,200/- + G.P of Rs.1800/-	
Total		Rs. 25,00,000/-
B. Activities of the Chair		
1. Research Work (Long/short term)**		2,50,000/-
2. Research through students / supervision of M. Phil/ LLM/ Ph.D/ LLD, etc.		1,00,000/-
3. Organization of Seminar/Workshop**, etc.		1,50,000/-
4. Lectures** (including Dr. Ambedkar Memorial Lecture)		1,00,000/-
5. Publication of Books/Articles/Journals ##		50,000/-
6. Awareness/Extension/Training Programme(s) **		50,000/-
7. Participation in Seminar (s)/Conference(s)		50,000/-
8. Purchase of Books/Journals/Source Material ##		75,000/-
9. Discussions/Dialogues **		25,000/-
10. Inter-Chairs Collaborative Programmes		25,000/-
11. Phone/Fax/Stationery		50,000
12. Contingency		75,000
Total		Rs. 10,00,000/-
Grand Total (total of A + B)		Rs. 35,00,000/-

** Topics for the research projects, seminars/ workshops, lectures, discussions, training programmes etc. may be decided in consultation with the Foundation before the commencement of the next financial year.

Related to given thrust area