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HIGH COURT OF CHHATTISGARH, BILASPUR**Writ Petition (S) No. 4138 of 2021**

1. Tikeshwar Kumar Sahu, Working As Guest Faculty (Department Of Mechanical Engineering) S/o Shri Thanulal Sahu, Aged About 30 Years, R/o Village - Kosrangi, Post - Pacheda, District - Mahasamund Chhattisgarh 493445
2. Roshan Kumar Pahan, Working As Guest Faculty (Department Of Mechanical Engineering), S/o Shri Surendra Pahan, Age - About 31 Years, R/o B-9 / 236, Godariapara Chirmiri, Post - Kurasia, District – Koriya, Chhattisgarh 497553
3. Ankit Kumar Verma, Working As Guest Faculty (Department Of Mechanical Engineering) S/o Shri Ashwini Kumar Verma, Age - About 31 Years, R/o Village - Udella, Post - Hathbandh, District - Balodabazar – Bhatapara, Chhattisgarh 493113

---- Petitioners**Versus**

1. State Of Chhattisgarh, Through The Secretary, Government Of Chhattisgarh, Department Of Higher Education, Mahanadi Bhawan, Nawa Raipur, Atal Nagar, Chhattisgarh 492002
2. Director, Department Of Higher Education, Block C-3, 3rd And 4th Floor, Indravati Bhawan, Nawa Raipur, Atal Nagar, Chhattisgarh 492002
3. Principal, Government Engineering College, Bilaspur, Chhattisgarh, 495001

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For Petitioners	:	Mr. Tanuj Patwardhan, Advocate
For State	:	Ms. Sunita Jain, Govt. Advocate

Hon'ble Shri Justice P. Sam Koshy**Order On Board****10.08.2021**

1. At the outset, counsel for petitioners makes an oral prayer for a small correction in the cause title to the extent that the actual name of petitioner no.1 is **“Tikeshwar Kumar Sahu”** which inadvertently in the course of drafting has been reflected as Tikeshwar Sahu. Counsel for petitioners prays for necessary correction during the course of the day.
2. The oral prayer is not opposed by the state counsel.
3. Accordingly, let necessary correction be carried out during the course of the day itself.
4. The grievance of petitioners in the present writ petition is that since the petitioners were working as Guest Lecturer under respondent No.3 for the academic year 2020-21, the respondents should not be permitted to replace the petitioners by another set of contractual Guest Lecturers.
5. Contention of learned counsel for petitioners is that the petitioners have undergone a due process of selection for being appointed as Guest Lecturer and that the services of petitioners also were satisfactory as there is no complaint whatsoever so far as the competency of petitioners is concerned. It is the further contention of petitioners that now that the academic session is over, the respondents should not be permitted to go in for a fresh recruitment process for filling up of the posts of Guest Lecturers under respondent No.3 for the respective subjects in which petitioners were taking classes.
6. Learned counsel for petitioners relies upon the judgment of this Court passed in the case of **“Manju Gupta & others v. State of Chhattisgarh & others” WPS No. 4406/2016**, decided on 27.02.2017, whereby the similarly placed Guest Lecturers under the Director

(Industrial Training Institute) have been granted protection from being replaced by another set of Guest Lecturers.

7. Learned State counsel opposing the petition submits that it is a case where no cause of action has till date arisen, inasmuch as the petitioners have filed the writ petition only on apprehension and since there is no cause of action, the matter is premature and deserves to be rejected.
8. Having heard the contentions put forth on either side and on perusal of record, what is admitted is that the petitioners were appointed vide Annexure P/1. The order of appointment specifically had a clause mentioning that the appointment so made is till an alternative arrangement is made by way of recruitment through regular/ contractual/ transfer.
9. Further from the records, it also does not appear that the performance of petitioners, at any point of time, was found to be unsatisfactory. In the case of “**Manju Gupta**” (supra), this Court in paragraphs No. 8 to 11 has held as under:-

“8. True it is, that the Petitioners' status is that of a Guest Lecturer but that does not mean that they do not have any right. There is always a legitimate expectation of the Petitioners that since the filling up of the posts has not been initiated by way of a regular appointment or by contractual appointments, the Petitioners would be permitted to continue.

9. The undisputed fact is that the Petitioners were given appointment only on undertaking given by them pursuant to an advertisement by the Respondents. In the undertaking which was made to be furnished by the Petitioners, they were made to undertake that their appointment would be till the posts are filled up by regular/contractual appointment. This by itself clearly gives an indication that unless the Respondents fill up the sanctioned vacant posts by either regular

recruitment or by way of contractual appointment, the Petitioners would continue as Guest Lecturers. On the practical aspect also the fact that the Petitioners are discharging the duties of Guest Lecturers for last more than 1-2 years, itself is a good ground for permitting the Petitioners to continue on the said posts as Guest Lecturers, simply for the reason of their experience on the said post, as fresh recruitment would mean that persons with no or less experience would be participating in the recruitment process, which also would not be in the interest of the students who are undertaking training in the respective institutions.

10. Taking into consideration the decision of the Supreme Court in the case of Piara Singh (supra) and which has been further reiterated in the case of Dr. Chanchal Goyal (supra), this Court has no hesitation in reaching to the conclusion that the advertisement (Annexure P-1) so issued by the Respondents is definitely not in the interest of the students undertaking training at Industrial Training Institute, Ambikapur, and the same would amount to violation of Article 21 of the Constitution of India and the same therefore deserves to be and is accordingly quashed. The advertisement would be deemed to be quashed only to the extent of the recruitment against the posts at which the Petitioners are discharging. That is to say, the Respondents would be entitled to fill up the posts which are lying vacant by way of Guest Lecturers where there are no Guest Lecturers available.

11. It is directed that the Respondents would not be entitled for filling up the posts of Guest Lecturer by replacing the Petitioners unless the Respondents come up with a stand that the services of the Petitioners were dis-satisfactory. The quashing of the advertisement issued by the Respondents would also not come in the way of the Respondents for filling up of the sanctioned vacant posts by regular recruitment or by way of contractual appointment for which the Respondents shall be free."

- 10.** This Court, under the given circumstances, is inclined to accept the same analogy in the present case also and accordingly it is ordered that unless there is any complaint received against the performance of petitioners, the respondents are restrained from going in for any fresh

recruitment of Guest Lecturers for the said subjects, under the respondent No.3-College, against which the petitioners were engaged.

- 11.** It is however made clear that the protection to petitioners would be only to the extent of not being replaced by another set of Guest Lecturers. This would not preclude the State Government from going in for filling up of the post by way of a regular appointment or by way of engaging contractual Lecturers under the rules for contractual employment. In addition, the State Govt. would also be at liberty for filling up those posts which are lying vacant which in other words means to fill up those vacancies other than the petitioners who were discharging the duties in the previous academic session.
- 12.** So far as the claim of remuneration as per the guidelines of UGC is concerned, it would be open for petitioners to make a suitable representation before respondent No.1 in this regard, who in turn would take a policy decision as regards the remuneration part payable to the Guest Lecturers, keeping in view the guidelines that have been laid down by the UGC.
- 13.** With the aforesaid observations, the present writ petition stands disposed off.

**Sd/-
(P. Sam Koshy)
Judge**