

IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR.JUSTICE A.K.JAYASANKARAN NAMBIAR

&

THE HONOURABLE MR.JUSTICE MOHAMMED NIAS C.P.

TUESDAY, THE 5TH DAY OF OCTOBER 2021/13TH ASWINA, 1943

W.A NO.755 OF 2021

AGAINST THE JUDGMENT DATED 31.3.2021 IN WP(C).NO.4592/2018
OF HIGH COURT OF KERALA, ERNAKULAM

APPELLANT/1ST RESPONDENT IN THE WRIT PETITION:

THE STATE OF KERALA
REPRESENTED BY THE CHIEF SECRETARY, GOVERNMENT
SECRETARIAT, THIRUVANANTHAPURAM - 695 001.

BY SRI.GOPALAKRISHNA KURUP (SR.), ADVOCATE GENERAL
BY SRI.V.MANU, SENIOR GOVT. PLEADER
BY SRI.T.B.HOOD, GOVT. PLEADER

RESPONDENTS/WRIT PETITIONER AND 2ND RESPONDENT IN THE WRIT PETITION:

1 DR.G.RADHAKRISHNA PILLAI
SANTHI BHAVAN, SOORANAD NORTH P.O., KOLLAM - 690 561.

2 UNIVERSITY OF KERALA
SENATE HOUSE CAMPUS, PALAYAM, THIRUVANANTHAPURAM -
695 034, REPRESENTED BY THE REGISTRAR.

BY ADV.GEORGE POONTHOTTAM (SR.)
BY ADV.SHRI.THOMAS ABRAHAM, SC, UNIVERSITY OF KERALA
BY ADV.SMT.NISHA GEORGE
BY ADV.SRI.NAVNEETH

THIS WRIT APPEAL HAVING COME UP FOR ADMISSION ON
29.09.2021 ALONG WITH W.A.NO.757/2021 AND CONNECTED CASES,
THE COURT ON 05.10.2021 DELIVERED THE FOLLOWING:

IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR.JUSTICE A.K.JAYASANKARAN NAMBIAR

&

THE HONOURABLE MR.JUSTICE MOHAMMED NIAS C.P.

TUESDAY, THE 5TH DAY OF OCTOBER 2021/13TH ASWINA, 1943

W.A NO.757 OF 2021

AGAINST THE JUDGMENT DATED 31.3.2021 IN W.P(C) .NO.1592/2018 OF HIGH COURT OF KERALA, ERNAKULAM

APPELLANT/2ND RESPONDENT IN THE WRIT PETITION:

THE STATE OF KERALA
REPRESENTED BY THE CHIEF SECRETARY TO
GOVERNMENT, SECRETARIAT, THIRUVANANTHAPURAM 695001

BY SRI.GOPALAKRISHNA KURUP (SR.), ADVOCATE GENERAL
BY SRI.V.MANU, SENIOR GOVT. PLEADER
BY SRI.T.B.HOOD, GOVT. PLEADER

RESPONDENTS/WRIT PETITIONERS AND RESPONDENTS 1 AND 3 TO 5 IN THE WRIT PETITION:

- 1 SOCIETY FOR SOCIAL SURVEILLANCE
REG.NO.KTM/TC/510/2017, KAROTTUVELAMKULAM, KAYYOOR,
KOTTAYAM, REPRESENTED BY ITS SECRETARY.
- 2 BABY PRATAP.B,
PRABHATH HOUSE, PARAKOD (P.O) , T.B.ROAD, ADOOR 691554
- 3 AKHILJITH B,
NIKUNJEM, PADINJATTAKKARA PO, THEVALAKKARA, KOLLAM 690524.
- 4 DR.T.VISHNUKUMARAN,
22/45, UDAYAPPANKUDIRUPPU, THENGAMPUTHOOR PANCHAYATH,
MONIKETTI POTTAL PO, KANYAKUMAR DISTRICT, 629501.
- 5 THE CHANCELLOR,

UNIVERSITY OF KERALA, RAJ BHAVAN,
THIRUVANANTHAPURAM 695 001.

6 UNIVERSITY OF KERALA,
REPRESENTED BY ITS REGISTRAR, PALAYAM,
THIRUVANANTHAPURAM 695 034.

7 THE VICE CHANCELLOR,
UNIVERSITY OF KERALA, PALAYAM, THIRUVANANTHAPURAM 695034.

8 UNIVERSITY GRANTS COMMISSION
BAHADUR SHAH ZAFAR MARG, NEW DELHI 110002,
REPRESENTED BY ITS SECRETARY.

BY ADVS. SRI. T. V. AJAYAKUMAR
SRI. K. JAJU BABU (SR.)
SHRI. THOMAS ABRAHAM, SC, UNIVERSITY OF KERALA
SRI. S. KRISHNAMOORTHY, CGC
KUM. P. H. RIMJU
SRI. T. V. AJAYAKUMAR
BY ADV. SMT. M. U. VIJAYALAKSHMI, SC

THIS WRIT APPEAL HAVING COME UP FOR ADMISSION ON
29.09.2021 ALONG WITH W.A.755/2021 AND CONNECTED CASES, THE
COURT ON 05.10.2021 DELIVERED THE FOLLOWING:

IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR.JUSTICE A.K.JAYASANKARAN NAMBIAR

&

THE HONOURABLE MR.JUSTICE MOHAMMED NIAS C.P.

TUESDAY, THE 5TH DAY OF OCTOBER 2021/13TH ASWINA, 1943

W.A NO.758 OF 2021

AGAINST THE JUDGMENT DATED 31.03.2021 IN W.P(C).NO.8334/2018 OF HIGH COURT OF KERALA, ERNAKULAM

APPELLANT/1ST RESPONDENT IN THE WRIT PETITION:

THE STATE OF KERALA
REPRESENTED BY THE CHIEF SECRETARY, GOVERNMENT SECRETARIAT,
THIRUVANANTHAPURAM-695 001

BY SRI.GOPALAKRISHNA KURUP (SR.), ADVOCATE GENERAL
BY SRI.V.MANU, SENIOR GOVT. PLEADER
BY SRI.T.B.HOOD, GOVT. PLEADER

RESPONDENTS/WRIT PETITIONER AND 2ND RESPONDENT IN THE WRIT PETITION:

- 1 DR. T.VIJAYALAKSHMI
D/O. P. THANGAVEL GOUNDER, D21/2, MULLAI ILLAM,
SREE CHITRA NAGAR, EDAPAZHANJI, PANGODE,
THIRUVANANTHAPURAM-695 006
- 2 UNIVERSITY OF KERALA
SENATE HOUSE CAMPUS, PALAYAM, THIRUVANANTHAPURAM-695 034,
REPRESENTED BY THE REGISTRAR.

BY ADV.SRI.GEORGE POONTHOTTAM (SR.)
BY ADV.SMT.NISHA GEORGE
BY ADV.SRI.NAVNEETH
BY SRI.THOMAS ABRAHAM, SC, UNIVERSITY OF KERALA

THIS WRIT APPEAL HAVING COME UP FOR ADMISSION ON
29.09.2021 ALONG WITH W.A.NO.755/2021 AND CONNECTED CASES,
THE COURT ON 05.10.2021 DELIVERED THE FOLLOWING:

IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR.JUSTICE A.K.JAYASANKARAN NAMBIAR

&

THE HONOURABLE MR.JUSTICE MOHAMMED NIAS C.P.

TUESDAY, THE 5TH DAY OF OCTOBER 2021/13TH ASWINA, 1943

W.A NO.760 OF 2021

AGAINST THE JUDGMENT DATED 31.3.2021 IN W.P(C).NO.4592/2018 OF HIGH COURT OF KERALA, ERNAKULAM

APPELLANT/RESPONDENT:

UNIVERSITY OF KERALA
SENATE HOUSE CAMPUS, PALAYAM,
THIRUVANANTHAPURAM - 695 034, REPRESENTED BY THE
REGISTRAR.

BY ADV SHRI.THOMAS ABRAHAM, SC, UNIVERSITY OF KERALA

RESPONDENTS:

- 1 DR. G.RADHAKRISHNA PILLAI
SANTHI BHAVAN, SOORNAD NORTH P. O., KOLLAM - 690 561.
- 2 STATE OF KERALA
REPRESENTED BY THE CHIEF SECRETARY, GOVERNMENT
SECRETARIAT, THIRUVANANTHAPURAM - 695 001.

BY ADV.GEORGE POONTHOTTAM (SR.)
BY ADV.SMT.NISHA GEORGE
BY SRI.GOPALAKRISHNA KURUP (SR.), ADVOCATE GENERAL
BY SRI.V.MANU, SENIOR GOVT. PLEADER
BY SRI.T.B.HOOD, GOVT. PLEADER

THIS WRIT APPEAL HAVING COME UP FOR ADMISSION ON
29.09.2021 ALONG WITH W.A.NO.755/2021 AND CONNECTED CASES,
THE COURT ON 05.10.2021 DELIVERED THE FOLLOWING:

IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR.JUSTICE A.K.JAYASANKARAN NAMBIAR

&

THE HONOURABLE MR.JUSTICE MOHAMMED NIAS C.P.

TUESDAY, THE 5TH DAY OF OCTOBER 2021/13TH ASWINA, 1943

W.A NO.762 OF 2021

AGAINST THE JUDGMENT DATED 31.3.2021 IN W.P(C).NO.1592/2018 OF HIGH COURT OF KERALA, ERNAKULAM

APPELLANTS/RESPONDENTS 3 AND 4:

- 1 UNIVERSITY OF KERALA
REPRESENTED BY THE REGISTRAR, PALAYAM,
THIRUVANANTHAPURAM - 695034.
- 2 THE VICE CHANCELLOR
UNIVERSITY OF KERALA, PALAYAM,
THIRUVANANTHAPURAM - 695034.

BY ADV SHRI.THOMAS ABRAHAM, SC, UNIVERSITY OF KERALA

RESPONDENTS/PETITIONERS AND RESPONDENTS 1, 2 AND 5:

- 1 SOCIETY FOR SOCIAL SURVEILLANCE
REG.NO.KTM/TC/510/2017, KAROTTUVELAMKULAM, KAYYOOR,
KOTTAYAM, REPRESENTED BY ITS SECRETARY.
- 2 BABY PRATHAP B.
PRABATH HOUSE, PARAKOD P. O., T. B. ROAD,
ADOOR - 691 554.
- 3 AKHILJITH B.
NIKUNJEM, PADINJATTAKKARA P. O., THEVALAKKARA,
KOLLAM - 690 524.

- 4 DR. T. VISHNUKUMARAN
22/45, UDAYAPPANKUDIRUPPU, THENGAMPUTHOOR PANCHAYATH,
MONIKETTI POTTAL P. O., KANYAKUMARI DISTRICT - 629501.
- 5 THE CHANCELLOR
UNIVERSITY OF KERALA, RAJ BHAVAN, THIRUVANANTHAPURAM -
695 001.
- 6 STATE OF KERALA
REPRESENTED BY THE CHIEF SECRETARY, GOVERNMENT
SECRETARIAT, THIRUVANANTHAPURAM - 695 001.
- 7 UNIVERSITY GRANTS COMMISSION- UGC
BAHADUR SHAH ZAFAR MARG, NEW DELHI - 110 002, REPRESENTED
BY ITS SECRETARY.

BY ADV.SRI.T.V.AJAYAKUMAR
BY ADV.SRI.K.JAJU BABU (SR.)
BY SRI.GOPALAKRISHNA KURUP (SR.), ADVOCATE GENERAL
BY SRI.V.MANU, SENIOR GOVT. PLEADER
BY SRI.T.B.HOOD, GOVT. PLEADER
BY SRI.S.KRISHNAMOORTHY, CGC
BY ADV.KUM.P.H.RIMJU
BY SMT.M.U.VIJAYALAKSHMI, COUNSEL FOR THE CHANCELLOR OF
UNIVERSITIES IN KERALA

THIS WRIT APPEAL HAVING COME UP FOR ADMISSION ON
29.09.2021 ALONG WITH W.A.NO.755/2021 AND CONNECTED CASES,
THE COURT ON 05.10.2021 DELIVERED THE FOLLOWING:

IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR.JUSTICE A.K.JAYASANKARAN NAMBIAR

&

THE HONOURABLE MR.JUSTICE MOHAMMED NIAS C.P.

TUESDAY, THE 5TH DAY OF OCTOBER 2021/13TH ASWINA, 1943

W.A NO.763 OF 2021

AGAINST THE JUDGMENT DATED 31.3.2021 IN W.P(C).NO.8334/2018 OF HIGH COURT OF KERALA, ERNAKULAM

APPELLANT/RESPONDENT:

UNIVERSITY OF KERALA
SENATE HOUSE CAMPUS, PALAYAM, THIRUVANANTHAPURAM-695 034
REPRESENTED BY THE REGISTRAR.

BY ADV SHRI.THOMAS ABRAHAM, SC, UNIVERSITY OF KERALA

RESPONDENTS/PETITIONER AND 1ST RESPONDENT:

1 DR.T.VIJAYALAKSHMI,
AGED 46 YEARS, D/O.P.THANGAVEL GOUNDER, D21/2,
MULLAI ILLAM, SREE CHITHRA NAGAR, EDAPAZHANJI, PANGODE,
THIRUVANANTHAPURAM-695 006.

2 STATE OF KERALA
REPRESENTED BY THE CHIEF SECRETARY, GOVERNMENT
SECRETARIAT, THIRUVANANTHAPURAM-695 001.

BY ADVS.GEORGE POONTHOTTAM (SR.)
BY ADV.SMT.NISHA GEORGE
BY SRI.GOPALAKRISHNA KURUP (SR.), ADVOCATE GENERAL
BY SRI.V.MANU, SENIOR GOVT. PLEADER
BY SRI.T.B.HOOD, GOVT. PLEADER

THIS WRIT APPEAL HAVING COME UP FOR ADMISSION ON
29.09.2021 ALONG WITH W.A.NO.755/2021 AND CONNECTED CASES,
THE COURT ON 05.10.2021 DELIVERED THE FOLLOWING:

IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR.JUSTICE A.K.JAYASANKARAN NAMBIAR

&

THE HONOURABLE MR.JUSTICE MOHAMMED NIAS C.P.

TUESDAY, THE 5TH DAY OF OCTOBER 2021/13TH ASWINA, 1943

W.A NO.812 OF 2021

AGAINST THE JUDGMENT DATED 31.03.2021 IN WP(C).NO.1592/2018 OF HIGH COURT OF KERALA, ERNAKULAM

APPELLANTS/NOT PARTIES IN THE WRIT PETITION:

- 1 DR. JANEESH P.A.
AGED 37 YEARS, S/O.AYYAPPAN P.A., ASSISTANT PROFESSOR,
DEPARTMENT OF BIOCHEMISTRY, UNIVERSITY OF KERALA,
THIRUVANANTHAPURAM 695 581 HAVING PERMANENT RESIDENCE AT
PLAKKAL HOUSE, POTTORE P.O., ARADHANA ROAD, THRISSUR
680 581
- 2 DR. VIJI VIJAYAN
AGED 40 YEARS, W/O.P.K. BIJU, ASSISTANT PROFESSOR,
DEPARTMENT OF BIOCHEMISTRY, UNIVERSITY OF KERALA,
THIRUVANANTHAPURAM 695 581 RESIDING AT DEVI SADANAM,
SARKARA, CHIRAYINKEEZHU P.O., THIRUVANANTHAPURAM 695 304
- 3 DR. KRISHNAKUMAR G.
AGED 37 YEARS, S/O.GOPINATHAN PILLAI, ASSISTANT
PROFESSOR, DEPARTMENT OF MATHEMATICS, UNIVERSITY OF
KERALA, THIRUVANANTHAPURAM 695 581 HAVING PERMANENT
RESIDENCE AT PUTHEN VEETIL, KUREEPUZHA, KAVANAD P.O.,
KOLLAM 691 003
- 4 DR. SUJITH BABU
AGED 36 YEARS, S/O.P.S.CHANDRA BABU, ASSISTANT PROFESSOR,
DEPARTMENT OF PSYCHOLOGY, UNIVERSITY OF KERALA,
THIRUVANANTHAPURAM 695 581 HAVING PERMANENT RESIDENCE AT
RADHA MANDIRAM (H), AMAYANNOOR P.O., KOTTAYAM 696 019
- 5 DR. DEEPA K.G.
AGED 41 YEARS, D/O.GOVINDAN V.T., ASSISTANT PROFESSOR,

DEPARTMENT OF PHYSICS, UNIVERSITY OF KERALA,
THIRUVANANTHAPURAM 695 581
HAVING PERMANENT RESIDENCE AT VADAKKETHALAKKAL EDAT P.O.,
PAYYANUR, KANNUR 670 327

- 6 DR. DHANIL DEV S.G.
AGED 33 YEARS, S/O.GIRIJA C.J., ASSISTANT PROFESSOR,
DEPARTMENT OF GEOLOGY, UNIVERSITY OF KERALA,
THIRUVANANTHAPURAM 695 581 HAVING RESIDENCE AT GIRI
COTTAGE, SHANTHI VILA, MARKET JUNCTION, NEMOM P.O.,
THIRUVANANTHAPURAM 695 020
- 7 DR. CHITHRA M.R.
AGED 35 YEARS, W/O.NAVEEN E., ASSISTANT PROFESSOR,
DEPARTMENT OF MATHEMATICS, UNIVERSITY OF KERALA,
THIRUVANANTHAPURAM 695 581 HAVING PERMANENT RESIDENCE AT
ELLLICKAL, EROOR P.O., TRIPUNITHURA, COCHIN 682 306
- 8 DR. DILIP KUMAR
AGED 40 YEARS, S/O.E. NARAYANA PILLAI, ASSISTANT
PROFESSOR, DEPARTMENT OF MATHEMATICS, UNIVERSITY OF
KERALA, THIRUVANANTHAPURAM 695 581 HAVING PERMANENT
RESIDENCE AT GOKULAM HOUSE, MALAKUNNAM P.O.,
CHANGANCHERRY, KOTTAYAM 686 535
- 9 DR. RIYAZ A.
AGED 37 YEARS, S/O.ABOOBAKKER KUNU, ASSISTANT PROFESSOR,
DEPARTMENT OF STATISTICS, UNIVERSITY OF KERALA,
THIRUVANANTHAPURAM 695 581 HAVING PERMANENT RESIDENCE AT
A.R.VILLA, MEEYANA P.O., OYOUR, KOLLAM 691 510

BY ADVS.SRI.ELVIN PETER P.J.
SRI.K.R.GANESH

RESPONDENTS/PETITIONERS 1 TO 4 & RESPONDENTS 1 TO 5 IN WP(C) :

- 1 SOCIETY FOR SOCIAL SURVEILLANCE
REG.NO.KTM/TC/510/2017, KAROTTUVELAMKULAM,
KAYYOOR,KOTTAYAM, REPRESENTED BY ITS SECRETARY
- 2 BABY PRATHAP.B
PRABHATH HOUSE, PARAKOD PO, T.B. ROAD, ADOOR 691554

- 3 **AKHILJITH.B**
 NIKUNJEM, PADINJATTAKKARA PO, THEVALAKKARA, KOLLAM 690524
- 4 **DR. T.VISHNUKUMARAN**
 22/45, UDAYAPPANKUDIRUPPU, THENGAMPUTHOOR PANCHAYATH,
 MONIKETTI POTTAL PO, KANYAKUMAR DISTRICT, 629501
- 5 **THE CHANCELLOR**
 UNIVERSITY OF KERALA
 RAJ BHAVAN, THIRUVANANTHAPURAM 695001
- 6 **STATE OF KERALA**
 REPRESENTED BY THE CHIEF SECRETARY TO GOVERNMENT,
 SECRETARIAT, THIRUVANANTHAPURAM 695001
- 7 **UNIVERSITY OF KERALA**
 REPRESENTED BY ITS REGISTRAR, PALAYAM,
 THIRUVANANTHAPURAM 695034
- 8 **THE VICE CHANCELLOR**
 UNIVERSITY OF KERALA, PALAYAM, THIRUVANANTHAPURAM 695034
- 9 **UNIVERSITY GRANTS COMMISSION**
 BAHADUR SHAH ZAFAR MARG, NEW DELHI 110002,
 REPRESENTED BY ITS SECRETARY

BY ADV.SRI.T.V.AJAYAKUMAR
BY ADV.SRI.K.JAJU BABU (SR.)
BY SRI.S.KRISHNAMOORTHY, CGC
BY ADV.KUM.P.H.RIMJU
BY SRI.GOPALAKRISHNA KURUP (SR.), ADVOCATE GENERAL
BY SRI.V.MANU, SENIOR GOVT. PLEADER
BY SRI.T.B.HOOD, GOVT. PLEADER
BY SMT.M.U.VIJAYALAKSHMI, COUNSEL FOR THE CHANCELLOR OF
UNIVERSITIES IN KERALA

THIS WRIT APPEAL HAVING COME UP FOR ADMISSION ON
29.09.2021 ALONG WITH W.A.NO.755/2021 AND CONNECTED CASES,
THE COURT ON 05.10.2021 DELIVERED THE FOLLOWING:

IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR.JUSTICE A.K.JAYASANKARAN NAMBIAR

&

THE HONOURABLE MR.JUSTICE MOHAMMED NIAS C.P.

TUESDAY, THE 5TH DAY OF OCTOBER 2021/13TH ASWINA, 1943

W.A NO.813 OF 2021

AGAINST THE JUDGMENT DATED 31.3.2021 IN W.P(C).NO.4592/2018 OF HIGH COURT OF KERALA, ERNAKULAM

APPELLANTS/3RD PARTIES:

- 1 DR.ARUN KUMAR K.
AGED 42 YEARS, ASSISTANT PROFESSOR (POLITICAL SCIENCE),
DEPARTMENT OF POLITICAL SCIENCE, UNIVERSITY OF KERALA,
KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM, RESIDING AT
KALANGUMKARA VEEDU, MARTHANDUMKARA P. O., YEROOR, KOLLAM
691 010
- 2 DR.RAKENDU C. K.
AGED 39 YEARS, ASSISTANT PROFESSOR (LAW), DEPARTMENT OF
LAW, UNIVERSITY OF KERALA, KARYAVATTOM CAMPUS,
THIRUVANANTHAPURAM, RESIDING AT OMKARAM, T.C.13/1174,
RAJIV GANDHI NAGAR, MEDICAL COLLEGE P.O.,
THIRUVANANTHAPURAM.
- 3 DR.BIJU A. V.
AGED 40 YEARS, ASSISTANT PROFESSOR (COMMERCE), DEPARTMENT
OF COMMERCE, SCHOOL OF BUSINESS MANAGEMENT & LEGAL
STUDIES, UNIVERSITY OF KERALA, KARYAVATTOM CAMPUS,
THIRUVANANTHAPURAM, RESIDING AT RITHU, ALANTHARA,
VENJARAMOODU P. O., THIRUVANANTHAPURAM - 695607.
- 4 DR.MANU T.
AGED 34 YEARS, ASSISTANT PROFESSOR (ISLAMIC STUDIES),
DEPARTMENT OF ISLAMIC STUDIES, UNIVERSITY OF KERALA,
KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM, RESIDING AT
MOONGODU KIZHAKKINKARA VEEDU, MOONGODU P. O.,
THIRUVANANTHAPURAM - 695573.

- 5 DR.BALAMURALI P. B.
AGED 45 YEARS, ASSISTANT PROFESSOR (PHILOSOPHY),
DEPARTMENT OF PHILOSOPHY, UNIVERSITY OF KERALA,
KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM, RESIDING AT
PUTHENKOTTA HOUSE, PATTIMATTOM P. O., ERNAKULAM - 683562.
- 6 DR.SUDHI S. VIJAYAN
AGED 41 YEARS, ASSISTANT PROFESSOR (LIBRARY & INFORMATION
SCIENCE), DEPARTMENT OF LIBRARY & INFORMATION SCIENCE,
UNIVERSITY OF KERALA, PALAYAM, THIRUVANANTHAPURAM,
RESIDING AT NIVEDHYAM, T.C. 17/181, UARRA - 154, ULLOOR,
MEDICAL COLLEGE P. O., THIRUVANANTHAPURAM - 695 011.
- 7 RENOJ N. K.
AGED 31 YEARS, ASSISTANT PROFESSOR (POLITICAL SCIENCE),
SCHOOL OF DISTANCE EDUCATION, UNIVERSITY OF KERALA,
KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM, RESIDING AT
NALLONKUZHYIL HOUSE, CHATHANGOTTUNADA P. O., KAVILUMPARA,
KOZHIKKODE - 673513.
- 8 ABY T. SURESH
AGED 36 YEARS, ASSISTANT PROFESSOR (POLITICAL SCIENCE),
SCHOOL OF DISTANCE EDUCATION, UNIVERSITY OF KERALA,
KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM, RESIDING AT
MANIMANDIRAM, MEENAD, NEDUNGOLAM P.O., KOLLAM - 691334.
- 9 DR.NITHYA N. R.
AGED 39 YEARS, ASSISTANT PROFESSOR (POLITICAL SCIENCE),
DEPARTMENT OF POLITICAL SCIENCE, UNIVERSITY OF KERALA,
KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM, RESIDING AT
NITHYA BHAVAN, MEKKUMKARA, KEEZHKOLLA, VATTAVILA P. O.,
THIRUVANANTHAPURAM - 695132.
- 10 DR.SYAM S. K.
AGED 41 YEARS, ASSISTANT PROFESSOR (LINGUISTICS),
DEPARTMENT OF LINGUISTICS, UNIVERSITY OF KERALA,
KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM, RESIDING AT
SREELAKAM, T. C. 97/2695(4), KKRA - 27(A), KARTHI
GARDENS, KIZHAKKUMKARA, KULATHUR P. O.,
THIRUVANANTHAPURAM - 695583.
- 11 DR.PRAKASAN P. M.
AGED 44 YEARS, ASSISTANT PROFESSOR, DEPARTMENT OF LIBRARY
& INFORMATION SCIENCE, UNIVERSITY OF KERALA, PALAYAM,
THIRUVANANTHAPURAM, RESIDING AT DEVAKRIPA, VRA -41,

VETTUVILA LANE, MEDICAL COLLEGE P. O.,
THIRUVANANTHAPURAM - 695 011.

- 12 DR. RAJESH KUMAR B. M.
AGED 47 YEARS, ASSISTANT PROFESSOR (COMMUNICATION AND JOURNALISM), DEPARTMENT OF COMMUNICATION AND JOURNALISM, UNIVERSITY OF KERALA, KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM, RESIDING AT OTHAYOTH (H), TOWN CHURCH ROAD, MANANTHAVADY P.O., WAYANAD - 670645.

BY ADV C. UNNIKRIISHNAN (KOLLAM)

RESPONDENTS/PETITIONER & RESPONDENT IN W.P.:

- 1 DR. G. RADHAKRISHNA PILLAI
SANTHI BHAVAN, SOORANAD NORTH P.O. KOLLAM.
- 2 STATE OF KERALA
REPRESENTED BY THE CHIEF SECRETARY, GOVERNMENT SECRETARIAT, THIRUVANANTHAPURAM- 695 001
- 3 UNIVERSITY OF KERALA
SENATE HOUSE CAMPUS, PALAYAM, THIRUVANANTHAPURAM- 695 034, REPRESENTED BY ITS REGISTRAR.

BY ADV. SRI. GEORGE POONTHOTTAM (SR.)
BY ADV. SMT. NISHA GEORGE
BY SRI. THOMAS ABRAHAM, SC, UNIVERSITY OF KERALA
BY SRI. GOPALAKRISHNA KURUP (SR.), ADVOCATE GENERAL
BY SRI. V. MANU, SENIOR GOVT. PLEADER
BY SRI. T. B. HOOD, GOVT. PLEADER

THIS WRIT APPEAL HAVING COME UP FOR ADMISSION ON 29.09.2021 ALONG WITH W.A.755/2021 AND CONNECTED CASES, THE COURT ON 05.10.2021 DELIVERED THE FOLLOWING:

IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR.JUSTICE A.K.JAYASANKARAN NAMBIAR

&

THE HONOURABLE MR.JUSTICE MOHAMMED NIAS C.P.

TUESDAY, THE 5TH DAY OF OCTOBER 2021/13TH ASWINA, 1943

W.A.NO.816 OF 2021

AGAINST THE JUDGMENT DATED 31.3.2021 IN WP(C).NO.4592/2018 OF HIGH COURT OF KERALA, ERNAKULAM

APPELLANTS/NOT PARTIES TO THE W.P. (C) :

- 1 DR. APPU JACOB JOHN,
AGED 38 YEARS, S/O. P.C. JOHN, PRESENTLY WORKING AS
ASSISTANT PROFESSOR, INSTITUTE OF ENGLISH, UNIVERSITY OF
KERALA, SENATE HOUSE CAMPUS, PALAYAM, THIRUVANANTHAPURAM-
695034, PERMANENTLY RESIDING AT THE ARK, PANAYAKAZHIPPU,
KOTTAYAM-686001.
- 2 DR. LAKSHMI PRIYA N.,
W/O. SANTHOSH KARUNAKARAN, AGED 42 YEARS, PRESENTLY WORKING
AS ASSISTANT PROFESSOR, INSTITUTE OF ENGLISH, UNIVERSITY OF
KERALA, SENATE HOUSE CAMPUS, PALAYAM, THIRUVANANTHAPURAM-
695034, PERMANENTLY RESIDING AT CRA-209, SOUPARNIKA,
T.R. SUKUMARAN NAIR ROAD, PERUMTHANNI, VALLAKADAVU P.O.,
THIRUVANANTHAPURAM-695008.
- 3 DR. LEENA B.L.,
W/O. UNNIKRISHNAN K.P., AGED 43 YEARS, PRESENTLY WORKING AS
ASSISTANT PROFESSOR, DEPARTMENT OF HINDI, UNIVERSITY OF
KERALA, KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581,
PERMANENTLY RESIDING AT RADHA BHAVAN, ENGINEERING COLLEGE
P.O., THIRUVANANTHAPURAM-695016.
- 4 DR. JAYALAKSHMI THAZHE VEETIL,
D/O. KRISHNAN T.V., AGED 43 YEARS, PRESENTLY WORKING AS
ASSISTANT PROFESSOR, DEPARTMENT OF SANSKRIT, UNIVERSITY OF
KERALA, KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581,
PERMANENTLY RESIDING AT THAZHE VEETIL, PADIYOTCHAL P.O., ,
ARAVANCHAL VIA, KANNUR-670353.
- 5 DR. PADMADAS K.L.,

S/O. KUNHIKRISHNAN NAIR, AGED 40 YEARS, PRESENTLY WORKING AS ASSISTANT PROFESSOR (SANSKRIT), ORIENTAL RESEARCH INSTITUTE AND MANUSCRIPTS LIBRARY, UNIVERSITY OF KERALA, KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581, PERMANENTLY RESIDING AT T.C.K.M. HOUSE, NADERY P.O., KOYILANDY, KOZHIKODE-673620.

- 6 DR. J.P. PRAJITH,
S/O. R. JAYAPAL, AGED 48 YEARS, PRESENTLY WORKING AS ASSISTANT PROFESSOR (SANSKRIT), ORIENTAL RESEARCH INSTITUTE AND MANUSCRIPTS LIBRARY, UNIVERSITY OF KERALA, KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581, PERMANENTLY RESIDING AT DEEPTHI, CRA-702, CHAYAKKUDY ROAD, PETTAH P.O., THIRUVANANTHAPURAM-695024.
- 7 DR. T.K. SANTHOSH KUMAR,
S/O. M. THANKAPPAN, AGED 51 YEARS, PRESENTLY WORKING AS ASSISTANT PROFESSOR, DEPARTMENT OF MALAYALAM, UNIVERSITY OF KERALA, KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581, PERMANENTLY RESIDING AT SARASWATHAM, ANIYOOR, CHEMPAZHANTHY P.O., THIRUVANANTHAPURAM-695587.
- 8 DR. NAUSHAD S.,
S/O. M.M. SHAHUL HAMEED, AGED 48 YEARS, PRESENTLY WORKING AS ASSISTANT PROFESSOR (MALAYALAM), ORIENTAL RESEARCH INSTITUTE AND MANUSCRIPTS LIBRARY, UNIVERSITY OF KERALA, KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581, PERMANENTLY RESIDING AT AKSHARAM, AITHIYOOR, BALARAMAPURAM, THIRUVANANTHAPURAM-695501.
- 9 DR. SHAMSEER P.C.,
S/O. ABDULLA, AGED 35 YEARS, PRESENTLY WORKING AS ASSISTANT PROFESSOR DEPARTMENT OF SANSKRIT, UNIVERSITY OF KERALA, KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581, PERMANENTLY RESIDING AT PARACHUVATTIL MEETHAL HOUSE, NOCHAD P.O., NADUVANNUR VIA, KOZHIKODE-673614.
- 10 DR. ANEES A.,
S/O. ABOOBACKER, AGED 33 YEARS, PRESENTLY WORKING AS ASSISTANT PROFESSOR, DEPARTMENT OF GERMAN, UNIVERSITY OF KERALA, SENATE HOUSE CAMPUS, THIRUVANANTHAPURAM-695034, PERMANENTLY RESIDING AT ALIKKAL HOUSE, VADAPURAM P.O., MALAPPURAM-676542.
- 11 DR. LEEMA METILDA A.,
W/O. ASHOK LANOD A., AGED 38 YEARS, PRESENTLY WORKING AS

ASSISTANT PROFESSOR, DEPARTMENT OF TAMIL, UNIVERSITY OF KERALA, KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581, PERMANENTLY RESIDING AT THALAMPATHIL HOUSE, PARISAKKAL P.O., MENONPARA VIA, PALAKKAD-678556.

- 12 DR. SUHAIL E.,
S/O. EBRAHIM KUNJU A, AGED 47 YEARS, PRESENTLY WORKING AS ASSISTANT PROFESSOR, DEPARTMENT OF ARABIC, UNIVERSITY OF KERALA, KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581, PERMANENTLY RESIDING AT ADAM NIVAS, ANDOORKONAM P.O., THIRUVANANTHAPURAM-695584.
- 13 DR. HRISHIKA KATYAYAN,
D/O. PREM NARAYAN CHOUBEY, AGED 31 YEARS, PRESENTLY WORKING AS ASSISTANT PROFESSOR, DEPARTMENT OF RUSSIAN, UNIVERSITY OF KERALA, SENATE HOUSE CAMPUS, THIRUVANANTHAPURAM-695034, PERMANENTLY RESIDING AT HOUSE NO. 83, TAJPUR, FULWARIYA TAJPUR P.O., SARAN, BIHAR-841209.

BY ADV.SRI.N.RAGHURAJ
BY ADV.SRI.NANDAGOPAL S.KURUP

RESPONDENTS/PETITIONER AND RESPONDENTS 1 AND 2 IN W.P. (C) :

- 1 DR.G.RADHAKRISHNA PILLAI,
SANTHI BHAVAN, SOORANAD NORTH P.O., KOLLAM-690561.
- 2 STATE OF KERALA,
REPRESENTED BY THE CHIEF SECRETARY, GOVERNMENT SECRETARIAT,
THIRUVANANTHAPURAM-695001.
- 3 UNIVERSITY OF KERALA,
SENATE HOUSE CAMPUS, PALAYAM, THIRUVANANTHAPURAM-695034,
REPRESENTED BY THE REGISTRAR.

BY ADV.SRI.GEORGE POONTHOTTAM (SR.)
BY ADV.SMT.NISHA GEORGE
BY SHRI.THOMAS ABRAHAM, SC, UNIVERSITY OF KERALA
BY SRI.GOPALAKRISHNA KURUP (SR.), ADVOCATE GENERAL
BY SRI.V.MANU, SENIOR GOVT. PLEADER
BY SRI.T.B.HOOD, GOVT. PLEADER

THIS WRIT APPEAL HAVING COME UP FOR ADMISSION ON 29.09.2021 ALONG WITH W.A.NO.755/2021 AND CONNECTED CASES, THE COURT ON 05.10.2021 DELIVERED THE FOLLOWING:

IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR. JUSTICE A.K.JAYASANKARAN NAMBIAR

&

THE HONOURABLE MR.JUSTICE MOHAMMED NIAS C.P.

TUESDAY, THE 5TH DAY OF OCTOBER 2021/13TH ASWINA, 1943

W.A.NO.817 OF 2021

AGAINST THE JUDGMENT DATED 31.3.2021 IN W.P(C).NO.8334/2018 OF HIGH COURT OF KERALA, ERNAKULAM

APPELLANTS/NOT PARTIES TO THE W.P. (C) :

- 1 DR.V.BIJU,
AGED 46 YEARS, PROFESSOR, DEPARTMENT OF PHYSICS,
UNIVERSITY OF KERALA, KARYAVATTOM CAMPUS,
THIRUVANANTHAPURAM-695581.
- 2 DR. SIVADAS K.K. ,
PROFESSOR, DEPARTMENT OF MALAYALAM, UNIVERSITY OF KERALA,
KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581.
- 3 DR. SANDHYA R.S. ,
PROFESSOR, DEPARTMENT OF SOCIOLOGY, UNIVERSITY OF KERALA,
KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581.
- 4 DR. VINOD CHANDRA S.S. ,
PROFESSOR, DEPARTMENT OF COMPUTER SCIENCE, UNIVERSITY OF
KERALA, KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581.
- 5 DR. SHIBU RAJ S. ,
PROFESSOR, DEPARTMENT OF BOTANY, UNIVERSITY OF KERALA,
KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581.
- 6 DR. HARIKUMAR P.N. ,
PROFESSOR, DEPARTMENT OF COMMERCE, UNIVERSITY OF KERALA,
KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581.
- 7 DR. R.B. SREEKALA,
PROFESSOR, DEPARTMENT OF ORIENTAL RESEARCH INSTITUTE AND

MANUSCRIPT (ORI & MSS) LIBRARY, UNIVERSITY OF KERALA,
KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581.

- 8 DR. SHEEJA S.R.,
PROFESSOR, DEPARTMENT OF ECONOMICS, UNIVERSITY OF KERALA,
KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581.

BY ADVS.SRI.S.P.ARAVINDAKSHAN PILLAY

SMT.N.SANTHA

SRI.V.VARGHESE

SRI.PETER JOSE CHRISTO

SRI.S.A.ANAND

BY ADVS.SMT.K.N.REMYA

SMT.L.ANNAPOORNA

SRI.VISHNU V.K.

KUM.ABHIRAMI K. UDAY

SRI.KURUVILLA SABU CHRISTY

RESPONDENTS/PETITIONER AND RESPONDENTS 1 AND 2:

- 1 DR. T. VIJAYALAKSHMI,
D/O. P.THANGAVEL GOUNDER, AGED 46 YEARS, D21/2/MULLAI
ILLAM, SREE CHITHRA NAGAR, EDAPAZHANJI, PANGODE,
THIRUVANANTHAPURAM-695006.
- 2 STATE OF KERALA,
REPRESENTED BY THE CHIEF SECRETARY, GOVERNMENT
SECRETARIAT, THIRUVANANTHAPURAM-695001.
- 3 UNIVERSITY OF KERALA,
SENATE HOUSE CAMPUS, PALAYAM, THIRUVANANTHAPURAM-695034,
REPRESENTED BY THE REGISTRAR.

BY ADV.GEORGE POONTHOTTAM (SR.)

BY ADV.SHRI.THOMAS ABRAHAM, SC, UNIVERSITY OF KERALA

BY ADV.SMT.NISHA GEORGE

BY SRI.GOPALAKRISHNA KURUP (SR.), ADVOCATE GENERAL

BY SRI.V.MANU, SENIOR GOVT. PLEADER

BY SRI.T.B.HOOD, GOVT. PLEADER

THIS WRIT APPEAL HAVING COME UP FOR ADMISSION ON
29.09.2021 ALONG WITH W.A.NO.755/2021 AND CONNECTED
CASES, THE COURT ON 05.10.2021 DELIVERED THE FOLLOWING:

IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR.JUSTICE A.K.JAYASANKARAN NAMBIAR

&

THE HONOURABLE MR.JUSTICE MOHAMMED NIAS C.P.

TUESDAY, THE 5TH DAY OF OCTOBER 2021/13TH ASWINA, 1943

W.A NO.818 OF 2021

AGAINST THE JUDGMENT DATED 31.03.2021 IN W.P(C) .NO.1592/2018 OF HIGH COURT OF KERALA, ERNAKULAM

APPELLANTS/NOT PARTIES TO THE W.P. (C) :

- 1 DR.APPU JACOB JOHN,
AGED 38 YEARS, S/O. P.C. JOHN, PRESENTLY WORKING AS
ASSISTANT PROFESSOR, INSTITUTE OF ENGLISH, UNIVERSITY OF
KERALA, SENATE HOUSE CAMPUS, PALAYAM, THIRUVANANTHAPURAM-
695034, PERMANENTLY RESIDING AT THE ARK, PANAYAKAZHIPPU,
KOTTAYAM-686001.
- 2 DR. LAKSHMI PRIYA,
W/O. SANTHOSH KARUNAKARAN, AGED 42 YEARS, PRESENTLY
WORKING AS ASSISTANT PROFESSOR, INSTITUTE OF ENGLISH,
UNIVERSITY OF KERALA, SENATE HOUSE CAMPUS, PALAYAM,
THIRUVANANTHAPURAM-695034, PERMANENTLY RESIDING AT CRA-
209, SOUPARNIKA, T.R. SUKUMARAN NAIR ROAD, PERUMTHANNI,
VALLAKADAVU P.O., THIRUVANANTHAPURAM-695008.
- 3 DR. LEENA B.L.,
W/O. UNNIKRISHNAN K.P., AGED 43 YEARS, PRESENTLY WORKING
AS ASSISTANT PROFESSOR, DEPARTMENT OF HINDI, UNIVERSITY
OF KERALA, KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581,
PERMANENTLY RESIDING AT RADHA BHAVAN, ENGINEERING COLLEGE
P.O., THIRUVANANTHAPURAM-695016.
- 4 DR. JALAYALKSHMI THAZHE VEETIL,
D/O. KRISHNAN T.V., AGED 43 YEARS, PRESENTLY WORKING AS
ASSISTANT PROFESSOR, DEPARTMENT OF SANSKRIT, UNIVERSITY
OF KERALA, KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581,
PERMANENTLY RESIDING AT THAZHE VEETIL, PADIYOTCHAL P.O.,

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- 5 DR. PADMADAS K.L.,
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INSTITUTE AND MANUSCRIPTS LIBRARY, UNIVERSITY OF KERALA,
KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581,
PERMANENTLY RESIDING AT T.C.K.M. HOUSE, NADERY P.O.,
KOYILANDY, KOZHIKODE-673620.
- 6 DR. J.P. PRAJITH,
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INSTITUTE AND MANUSCRIPTS LIBRARY, UNIVERSITY OF KERALA,
KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581,
PERMANENTLY RESIDING AT DEEPTHI, CRA-702, CHAYAKKUDY
ROAD, PETTAH P.O., THIRUVANANTHAPURAM-695024.
- 7 DR. T.K. SANTHOSH KUMAR,
S/O. M. THANKAPPAN, AGED 51 YEARS, PRESENTLY WORKING AS
ASSISTANT PROFESSOR, DEPARTMENT OF MALAYALAM, UNIVERSITY
OF KERALA, KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581,
PERMANENTLY RESIDING AT SARASWATHAM, ANIYOOR,
CHEMPAZHANTHY P.O., THIRUVANANTHAPURAM-695587.
- 8 DR. NAUSHAD S.,
S/O. M.M. SHAHUL HAMEED, AGED 48 YEARS, PRESENTLY WORKING
AS ASSISTANT PROFESSOR (MALAYALAM), ORIENTAL RESEARCH
INSTITUTE AND MANUSCRIPTS LIBRARY, UNIVERSITY OF KERALA,
KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581,
PERMANENTLY RESIDING AT AKSHARAM, AITHIYOOR,
BALARAMAPURAM, THIRUVANANTHAPURAM-695501.
- 9 DR. SHAMSEER P.C.,
S/O. ABDULLA, AGED 35 YEARS, PRESENTLY WORKING AS
ASSISTANT PROFESSOR DEPARTMENT OF SANSKRIT, UNIVERSITY OF
KERALA, KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581,
PERMANENTLY RESIDING AT PARACHUVATTIL MEETHAL HOUSE,
NOCHAD P.O., NADUVANNUR VIA, KOZHIKODE-673614.
- 10 DR. ANEES A.,
S/O. ABOOBACKER, AGED 33 YEARS, PRESENTLY WORKING AS
ASSISTANT PROFESSOR, DEPARTMENT OF GERMAN, UNIVERSITY OF
KERALA, SENATE HOUSE CAMPUS, THIRUVANANTHAPURAM-695034,
PERMANENTLY RESIDING AT ALIKKAL HOUSE, VADAPURAM P.O.,

MALAPPURAM-676542.

- 11 DR. LEEMA METILDA A.,
W/O. ASHOK LANOD A., AGED 38 YEARS, PRESENTLY WORKING AS
ASSISTANT PROFESSOR, DEPARTMENT OF TAMIL, UNIVERSITY OF
KERALA, KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581,
PERMANENTLY RESIDING AT THALAMPATHIL HOUSE, PARISAKKAL
P.O., MENONPARA VIA, PALAKKAD-678556.
- 12 DR. SUHAIL E.,
S/O. EBRAHIM KUNJU A, AGED 47 YEARS, PRESENTLY WORKING AS
ASSISTANT PROFESSOR DEPARTMENT OF ARABIC, UNIVERSITY OF
KERALA, KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581,
PERMANENTLY RESIDING AT ADAM NIVAS, ANDOORKONAM P.O.,
THIRUVANANTHAPURAM-695584.
- 13 DR. HRISHIKA KATYAYAN,
D/O. PREM NARAYAN CHOUBEY, AGED 31 YEARS, PRESENTLY
WORKING AS ASSISTANT PROFESSOR, DEPARTMENT OF RUSSIAN,
UNIVERSITY OF KERALA, SENATE HOUSE CAMPUS,
THIRUVANANTHAPURAM-695034, PERMANENTLY RESIDING AT HOUSE
NO. 83, TAJPUR, FULWARIYA TAJPUR P.O., SARAN, BIHAR-
841209.

BY ADVS.SRI.N.RAGHURAJ
SRI.NANDAGOPAL S.KURUP

RESPONDENTS/PETITIONERS 1 TO 4 & RESPONDENTS 1 TO 5 IN W.P.(C):

- 1 SOCIETY FOR SOCIAL SURVEILLANCE,
REG.NO.KTM/TC/510/2017, KAROTTUVELAMKULAM, KAYYOR,
KOTTAYAM, REPRESENTED BY ITS SECRETARY.
- 2 BABY PRATHAP B.,
PRABHATH HOUSE, PARAKOD P.O., T.B. ROAD, ADOOR-691554.
- 3 AKHILJITH B.,
NIKUNJEM, PADINJATTAKKARA P.O., THEVALAKKARA,
KOLLAM-690524.
- 4 DR. T. VISHNUKUMARAN,
22/45, UDAYAPPANKUDIRUPPU, THENGAMPUTHOOR, PANCHAYATH,

MONIKETTI POTTAL P.O., KANYAKUMAR DISTRICT-629501.

- 5 THE CHANCELLOR,
UNIVERSITY OF KERALA, RAJ BHAVAN, THIRUVANANTHAPURAM-
695001.
- 6 STATE OF KERALA,
REPRESENTED BY THE CHIEF SECRETARY TO GOVERNMENT,
SECRETARIAT, THIRUVANANTHAPURAM-695001.
- 7 UNIVERSITY OF KERALA,
REPRESENTED BY ITS REGISTRAR, PALAYAM,
THIRUVANANTHAPURAM-695001.
- 8 THE VICE CHANCELLOR,
UNIVERSITY OF KERALA, PALAYAM, THIRUVANANTHAPURAM-695034.
- 9 UNIVERSITY GRANTS COMMISSION,
BAHADUR SHAH ZAFAR MARG, NEW DELHI-110002, REPRESENTED BY
ITS SECRETARY.

BY ADV.SRI.T.V.AJAYAKUMAR
BY ADV.SRI.K.JAJU BABU (SR.)
BY ADV.SHRI.THOMAS ABRAHAM, SC, UNIVERSITY OF KERALA
BY ADV.SRI.S.KRISHNAMOORTHY, CGC
BY ADV.KUM.P.H.RIMJU
BY ADV.SMT.M.U.VIJAYALAKSHMI, COUNSEL FOR THE CHANCELLOR
OF UNIVERSITIES IN KERALA
BY SRI.GOPALAKRISHNA KURUP (SR.), ADVOCATE GENERAL
BY SRI.V.MANU, SENIOR GOVT. PLEADER
BY SRI.T.B.HOOD, GOVT. PLEADER

THIS WRIT APPEAL HAVING COME UP FOR ADMISSION ON
29.09.2021 ALONG WITH W.A.NO.755/2021 AND CONNECTED
CASES, THE COURT ON 05.10.2021 DELIVERED THE FOLLOWING:

IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR.JUSTICE A.K.JAYASANKARAN NAMBIAR

&

THE HONOURABLE MR.JUSTICE MOHAMMED NIAS C.P.

TUESDAY, THE 5TH DAY OF OCTOBER 2021/13TH ASWINA, 1943

W.A.NO.833 OF 2021

AGAINST THE JUDGMENT DATED 31.03.2021 IN W.P(C) .NO.8334/2018 OF HIGH COURT OF KERALA, ERNAKULAM

APPELLANTS/NOT PARTIES TO THE W.P. (C) :

- 1 DR. APPU JACOB JOHN,
AGED 38 YEARS, S/O. P.C. JOHN, PRESENTLY WORKING AS
ASSISTANT PROFESSOR, INSTITUTE OF ENGLISH, UNIVERSITY OF
KERALA, SENATE HOUSE CAMPUS, PALAYAM, THIRUVANANTHAPURAM-
695034, PERMANENTLY RESIDING AT THE ARK, PANAYAKAZHIPPU,
KOTTAYAM-686001.
- 2 DR. LAKSHMI PRIYA N.,
W/O.SANTHOSH KARUNAKARAN, AGED 42 YEARS, PRESENTLY
WORKING AS ASSISTANT PROFESSOR, INSTITUTE OF ENGLISH,
UNIVERSITY OF KERALA, SENATE HOUSE CAMPUS, PALAYAM,
THIRUVANANTHAPURAM-695034, PERMANENTLY RESIDING AT CRA-
209, SOUPARNIKA, T.R. SUKUMARAN NAIR ROAD, PERUMTHANNI,
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- 3 DR. LEENA B.L.,
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OF KERALA, KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581,
PERMANENTLY RESIDING AT RADHA BHAVAN, ENGINEERING COLLEGE
P.O., THIRUVANANTHAPURAM-695016.
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ARAVANCHAL VIA, KANNUR-670353.

- 5 DR. PADMADAS K.L.,
S/O. KUNHIKRISHNAN NAIR, AGED 40 YEARS, PRESENTLY WORKING
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- 6 DR. J.P. PRAJITH,
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KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581,
PERMANENTLY RESIDING AT DEEPTHI, CRA-702, CHAYAKKUDY
ROAD, PETTAH P.O., THIRUVANANTHAPURAM-695024.
- 7 DR. T.K. SANTHOSH KUMAR,
S/O. M. THANKAPPAN, AGED 51 YEARS, PRESENTLY WORKING AS
ASSISTANT PROFESSOR, DEPARTMENT OF MALAYALAM, UNIVERSITY
OF KERALA, KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581,
PERMANENTLY RESIDING AT SARASWATHAM, ANIYOOR,
CHEMPAZHANTHY P.O., THIRUVANANTHAPURAM-695587.
- 8 DR. NAUSHAD S.,
S/O. M.M. SHAHUL HAMEED, AGED 48 YEARS, PRESENTLY WORKING
AS ASSISTANT PROFESSOR (MALAYALAM), ORIENTAL RESEARCH
INSTITUTE AND MANUSCRIPTS LIBRARY, UNIVERSITY OF KERALA,
KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581,
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BALARAMAPURAM, THIRUVANANTHAPURAM-695501.
- 9 DR. SHAMSEER P.C.,
S/O. ABDULLA, AGED 35 YEARS, PRESENTLY WORKING AS
ASSISTANT PROFESSOR DEPARTMENT OF SANSKRIT, UNIVERSITY OF
KERALA, KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581,
PERMANENTLY RESIDING AT PARACHUVATTIL MEETHAL HOUSE,
NOCHAD P.O., NADUVANNUR VIA, KOZHIKODE-673614.
- 10 DR. ANEES A.,
S/O. ABOOBACKER, AGED 33 YEARS, PRESENTLY WORKING AS
ASSISTANT PROFESSOR, DEPARTMENT OF GERMAN, UNIVERSITY OF
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PERMANENTLY RESIDING AT ALIKKAL HOUSE, VADAPURAM P.O.,
MALAPPURAM-676542.

- 11 DR. LEEMA METILDA A.,
W/O. ASHOK LANOD A., AGED 38 YEARS, PRESENTLY WORKING AS
ASSISTANT PROFESSOR, DEPARTMENT OF TAMIL, UNIVERSITY OF
KERALA, KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581,
PERMANENTLY RESIDING AT THALAMPATHIL HOUSE, PARISAKKAL
P.O., MENONPARA VIA, PALAKKAD-678556.
- 12 DR. SUHAIL E.,
S/O. EBRAHIM KUNJU A, AGED 47 YEARS, PRESENTLY WORKING AS
ASSISTANT PROFESSOR DEPARTMENT OF ARABIC, UNIVERSITY OF
KERALA, KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581,
PERMANENTLY RESIDING AT ADAM NIVAS, ANDOORKONAM P.O.,
THIRUVANANTHAPURAM-695584.
- 13 DR. HRISHIKA KATYAYAN,
D/O. PREM NARAYAN CHOUBEY, AGED 31 YEARS, PRESENTLY
WORKING AS ASSISTANT PROFESSOR, DEPARTMENT OF RUSSIAN,
UNIVERSITY OF KERALA, SENATE HOUSE CAMPUS,
THIRUVANANTHAPURAM-695034, PERMANENTLY RESIDING AT HOUSE
NO. 83, TAJPUR, FULWARIYA TAJPUR P.O., SARAN, BIHAR-
841209.

BY ADV.SRI.N.RAGHURAJ

BY ADV.SRI.NANDAGOPAL S.KURUP

RESPONDENTS/PETITIONER & RESPONDENTS 1 & 2 IN W.P.(C) :

- 1 DR.T.VIJAYALAKSHMI,
AGED 46 YEARS
D/O. P. THANGAVEL GOUNDER, D21/2, MULLAI ILLAM,
SREE CHITRA NAGAR, EDAPAZHANJI, PANGODE,
THIRUVANANTHAPURAM-695006.
- 2 STATE OF KERALA,
REPRESENTED BY THE CHIEF SECRETARY, GOVERNMENT
SECRETARIAT, THIRUVANANTHAPURAM-695001.
- 3 UNIVERSITY OF KERALA,
SENATE HOUSE CAMPUS, PALAYAM, THIRUVANANTHAPURAM-695034,
REPRESENTED BY THE REGISTRAR.

BY ADV.GEORGE POONTHOTTAM (SR.)

SBY ADV.SRI.THOMAS ABRAHAM, SC, UNIVERSITY OF KERALA

BY ADV.SMT.NISHA GEORGE
BY SRI.GOPALAKRISHNA KURUP (SR.), ADVOCATE GENERAL
BY SRI.V.MANU, SENIOR GOVT. PLEADER
BY SRI.T.B.HOOD, GOVT. PLEADER

THIS WRIT APPEAL HAVING COME UP FOR ADMISSION ON
29.09.2021 ALONG WITH W.A.NO.755/2021 AND CONNECTED CASES,
THE COURT ON 05.10.2021 DELIVERED THE FOLLOWING:

IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR. JUSTICE A.K.JAYASANKARAN NAMBIAR

&

THE HONOURABLE MR.JUSTICE MOHAMMED NIAS C.P.

TUESDAY, THE 5TH DAY OF OCTOBER 2021/13TH ASWINA, 1943

W.A NO.834 OF 2021

AGAINST THE JUDGMENT DATED 31.03.2021 IN WP(C).NO.8334/2018 OF HIGH COURT OF KERALA, ERNAKULAM

APPELLANTS/THIRD PARTIES:

- 1 DR.HUBERT JOE
AGED 56 YEARS, SON OF ISSAC, ASSOCIATE PROFESSOR,
DEPARTMENT OF PHYSICS, UNIVERSITY OF KERALA,
THIRUVANANTHAPURAM - 695 581, RESIDING AT SASTHRINAGAR
WEST-15, KARAMANA, THIRUVANANTHAPURAM DISTRICT.
- 2 DR.R.JAYAKRISHNAN
AGED 41 YEARS, SON OF S.RAMAKRISHNA IYER, ASSOCIATE
PROFESSOR, DEPARTMENT OF PHILOSOPHY, UNIVERSITY OF
KERALA, THIRUVANANTHAPURAM - 695 581, RESIDING AT
PADINJATETHIL, MULAKUZHA P.O., CHENAGANNUR - 689 505.
- 3 DR.R.LEKSHMI
AGED 49 YEARS, DAUGHTER OF S.RAMAKRISHNA IYER, ASSOCIATE
PROFESSOR, DEPARTMENT OF PHILOSOPHY, UNIVERSITY OF
KERALA, THIRUVANANTHAPURAM - 695 581, RESIDING AT
R.K.S.MISSION, THYCAUD, THIRUVANANTHAPURAM - 695 014.
- 4 DR.CHRISTABELL P.J.
AGED 45 YEARS, DAUGHTER OF S.PAUL DHASON, ASSOCIATE
PROFESSOR, DEPARTMENT OF ECONOMICS, UNIVERSITY OF KERALA,
THIRUVANANTHAPURAM - 695 581, RESIDING AT T.C.3/600-3,
T.K.D.ROAD, MUTTADA P.O., THIRUVANANTHAPURAM- 695025.
- 5 DR.BIJU T.
AGED 48 YEARS, SON OF TERRENCE K., ASSOCIATE PROFESSOR,
DEPARTMENT OF COMMERCE, UNIVERSITY OF KERALA,

THIRUVANANTHAPURAM - 695 581, RESIDING AT THEJUS,
THAZHICHAYIL HOUSE, KAVANAD P.O., KOLLAM- 691 003.

- 6 DR.USHA RAJA VARIER
AGED 48 YEARS, WIFE OF DR.RAJA VARIER, ASSOCIATE
PROFESSOR, DEPARTMENT OF SANSKRIT, UNIVERSITY OF KERALA,
THIRUVANANTHAPURAM - 695 581, RESIDING AT THEKKEV ARYAM,
GOUREESAPATTOM, PATTOM P.O., THIRUVANANTHAPURAM - 695004.
- 7 DR.SHERLY WILLIAMS E.
AGED 57 YEARS, WIFE OF L.ROBIN NETTO, ASSOCIATE
PROFESSOR, DEPARTMENT OF ENVIRONMENTAL SCIENCE,
UNIVERSITY OF KERALA, THIRUVANANTHAPURAM - 695 581,
RESIDING AT BETHEL, VASUPILLA JN., MARUTHADI P.O.,
KOLLAM - 691 003.
- 8 DR.E.SHAJI
AGED 52 YEARS, SON OF M.ISHACK, ASSOCIATE PROFESSOR,
DEPARTMENT OF GEOLOGY, UNIVERSITY OF KERALA,
THIRUVANANTHAPURAM - 695 581, RESIDING AT G-1, MAHFUZ,
PILLAVEEDU NAGAR, POATTOM P.O., THIRUVANANTHAPURAM -
695 004.
- 9 DR.RAFI S.M.
AGED 45 YEARS, SON OF K.SIRAJUDEEN, ASSOCIATE PROFESSOR,
DEPARTMENT OF AQUATIC BIOLOGY, UNIVERSITY OF KERALA,
THIRUVANANTHAPURAM - 695 581, RESIDING AT S.R.NIVAS,
PAZHANGALAM, NALLILA P.O., KOLLAM - 691 515.
- 10 DR.HERMAN P.J.
SON OF JOSEPH P.PALLIYATH, ASSOCIATE PROFESSOR,
DEPARTMENT OF HINDI, UNIVERSITY OF KERALA,
THIRUVANANTHAPURAM - 695 581, RESIDING AT 18/22273B,
PALIYATH HOUSE, KOCHUPALLY ROAD, THOPPUMPADY,
KOCHI - 682 005.

BY ADV.SRI.MILLU DANDAPANI

RESPONDENTS/PETITIONERS & RESPONDENTS IN WRIT PETITION:

- 1 DR. T. VIJAYALAKSHMI
AGED 46 YEARS, DAUGHTER OF P.THANGAVEL GOUNDER, D21/2,
MULLAI ILLAM, SREE CHITHRA NAGA, EDAPAZHANJI, PANGODE,

THIRUVANANTHAPURAM - 695 006.

- 2 THE STATE OF KERALA
REPRESENTED BY THE CHIEF SECRETARY, GOVERNMENT
SECRETARIAT, THIRUVANANTHAPURAM - 695001.
- 3 UNIVERSITY OF KERALA
SENATE HOUSE CAMPUS, PALAYAM, THIRUVANANTHAPURAM - 695
034, REPRESENTED BY THE REGISTRAR.

BY ADV.SRI.GEORGE POONTHOTTAM (SR.)
BY ADV.SMT.NISHA GEORGE
BY SRI.GOPALAKRISHNA KURUP (SR.), ADVOCATE GENERAL
BY SRI.V.MANU, SENIOR GOVT. PLEADER
BY SRI.T.B.HOOD, GOVT. PLEADER

THIS WRIT APPEAL HAVING COME UP FOR ADMISSION ON
29.09.2021 ALONG WITH W.A.NO.755/2021 AND CONNECTED CASES,
THE COURT ON 05.10.2021 DELIVERED THE FOLLOWING:

IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR. JUSTICE A.K.JAYASANKARAN NAMBIAR

&

THE HONOURABLE MR.JUSTICE MOHAMMED NIAS C.P.

TUESDAY, THE 5TH DAY OF OCTOBER 2021/13TH ASWINA, 1943

W.A NO.835 OF 2021

AGAINST THE JUDGMENT DATED 31.03.2021 IN WP(C).NO.4592/2018 OF HIGH COURT OF KERALA, ERNAKULAM

APPELLANTS/THIRD PARTIES:

- 1 DR. HUBERT JOE
AGED 56 YEARS, SON OF P.ISSAC, ASSOCIATE PROFESSOR,
DEPARTMENT OF PHYSICS, UNIVERSITY OF KERALA,
THIRUVANANTHAPURAM - 695 581, RESIDING AT SASTHRINAGAR
WEST-15, KARAMANA, THIRUVANANTHAPURAM DISTRICT.
- 2 DR.R.JAYAKRISHNAN
AGED 41 YEARS, SON OF K.RAMAKRISHNAN NAIR, ASSOCIATE
PROFESSOR, DEPARTMENT OF PHYSICS, UNIVERSITY OF KERALA,
THIRUVANANTHAPURAM - 695 581, RESIDING AT PADINJATETHIL,
MULAKUZHA P.O., CHENGANNUR - 689 505.
- 3 DR.R.LEKSHMI
AGED 49 YEARS, DAUGHTER OF S.RAMAKRISHNA IYER, ASSOCIATE
PROFESSOR, DEPARTMENT OF PHILOSOPHY, UNIVERSITY OF
KERALA, THIRUVANANTHAPURAM - 695 581, RESIDING AT
R.K.S.MISSION, THYCAUD, THIRUVANANTHAPURAM - 695 014.
- 4 DR.CHRISTABELL P.J.
AGED 45 YEARS, DAUGHTER OF S.PAUL DHASON, ASSOCIATE
PROFESSOR, DEPARTMENT OF ECONOMICS, UNIVERSITY OF KERALA,
THIRUVANANTHAPURAM - 695 581 RESIDING AT T.C.3/600-3,
T.K.D.ROAD, MUTTADA P.O., THIRUVANANTHAPURAM - 695 025.
- 5 DR.BIJU T.
AGED 48 YEARS, SON OF TERRENCE K., ASSOCIATE PROFESSOR,
DEPARTMENT OF COMMERCE, UNIVERSITY OF KERALA,
THIRUVANANTHAPURAM - 695 581, RESIDING AT THEJUS,

THAZHICHAYIL HOUSE, KAVANAD P.O., KOLLAM- 691 003.

- 6 DR.USHA RAJA VARIER
AGED 48 YEARS, WIFE OF DR.RAJA VARIER, ASSOCIATE
PROFESSOR, DEPARTMENT OF SANSKRIT, UNIVERSITY OF KERALA,
THIRUVANANTHAPURAM - 695 581, RESIDING AT THEKKEV ARYAM,
GOUREESAPATTOM, PATTOM P.O., THIRUVANANTHAPURAM - 695004.
- 7 DR.SHERLY WILLIAMS E.
AGED 57 YEARS, WIFE OF L.ROBIN NETTO, ASSOCIATE
PROFESSOR, DEPARTMENT OF ENVIRONMENTAL SCIENCE,
UNIVERSITY OF KERALA, THIRUVANANTHAPURAM - 695 581,
RESIDING AT BETHEL, VASUPILLA JN., MARUTHADI P.O.,
KOLLAM - 691 003.
- 8 DR.E.SHAJI
AGED 52 YEARS, SON OF M.ISHACK, ASSOCIATE PROFESSOR,
DEPARTMENT OF GEOLOGY, UNIVERSITY OF KERALA,
THIRUVANANTHAPURAM - 695 581, RESIDING AT G-1, MAHFUZ,
PILLAVEEDU NAGAR, POATTOM P.O., THIRUVANANTHAPURAM -
695 004.
- 9 DR.RAFI S.M.
AGED 45 YEARS, SON OF K.SIRAJUDEEN, ASSOCIATE PROFESSOR,
DEPARTMENT OF AQUATIC BIOLOGY, UNIVERSITY OF KERALA,
THIRUVANANTHAPURAM - 695 581, RESIDING AT S.R.NIVAS,
PAZHANGALAM, NALLILA P.O., KOLLAM - 691 515.
- 10 DR.HERMAN P.J.
SON OF JOSEPH P.PALLIYATH, ASSOCIATE PROFESSOR,
DEPARTMENT OF HINDI, UNIVERSITY OF KERALA,
THIRUVANANTHAPURAM - 695 581, RESIDING AT 18/22273B,
PALIYATH HOUSE, KOCHUPALLY ROAD, THOPPUMPADY,
KOCHI - 682 005.

BY ADV.SRI.MILLU DANDAPANI

RESPONDENTS/PETITIONERS & RESPONDENTS IN WRIT PETITION:

- 1 DR. G RADHAKRISHNA PILLAI
SANTHI BHAVAN, SOORANAD NORTH P.O., KOLLAM - 690 522.
- 2 THE STATE OF KERALA

REPRESENTED BY THE CHIEF SECRETARY, GOVERNMENT
SECRETARIAT, THIRUVANANTHAPURAM - 695 001.

3 UNIVERSITY OF KERALA
SENATE HOUSE CAMPUS, PALAYAM, THIRUVANANTHAPURAM
- 695 034, REPRESENTED BY THE REGISTRAR.

BY ADV.SRI.GEORGE POONTHOTTAM (SR.)
BY ADV.SRI.THOMAS ABRAHAM, SC, UNIVERSITY OF KERALA
BY ADV.SMT.NISHA GEORGE
BY SRI.GOPALAKRISHNA KURUP (SR.), ADVOCATE GENERAL
BY SRI.V.MANU, SENIOR GOVT. PLEADER
BY SRI.T.B.HOOD, GOVT. PLEADER

THIS WRIT APPEAL HAVING COME UP FOR ADMISSION ON
29.09.2021 ALONG WITH W.A.NO.755/2021 AND CONNECTED CASES,
THE COURT ON 05.10.2021 DELIVERED THE FOLLOWING:

IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR.JUSTICE A.K.JAYASANKARAN NAMBIAR

&

THE HONOURABLE MR.JUSTICE MOHAMMED NIAS C.P.

TUESDAY, THE 5TH DAY OF OCTOBER 2021/13TH ASWINA, 1943

W.A NO.837 OF 2021

AGAINST THE JUDGMENT DATED 31.03.2021 IN WP(C).NO.8334/2018 OF HIGH COURT OF KERALA, ERNAKULAM

APPELLANTS/NOT PARTIES IN THE WRIT PETITION:

- 1 DR.JANEESH P. A.
AGED 37 YEARS, S/O. AYYAPPAN P. A., ASSISTANT PROFESSOR,
DEPARTMENT OF BIOCHEMISTRY, UNIVERSITY OF KERALA,
THIRUVANANTHAPURAM - 695 581. HAVING PERMANENT RESIDENCE
AT PLAKKAL HOUSE, POTTORE P. O., ARADHANA ROAD, THRISSUR
- 680 581., PH - 9746318631.
- 2 DR. VIJI VIJAYAN
AGED 40 YEARS, W/O. P. K. BIJU, ASSISTANT PROFESSOR,
DEPARTMENT OF BIOCHEMISTRY, UNIVERSITY OF KERALA,
THIRUVANANTHAPURAM - 695 581. RESIDING AT DEVI SADANAM,
SARKARA, CHIRAYINKEEZHU P. O., THIRUVANANTHAPURAM -
695304, PH - 9074529255.
- 3 DR. KRISHNAKUMAR G.
AGED 37 YEARS, S/O. GOPINATHAN PILLAI, ASSISTANT
PROFESSOR, DEPARTMENT OF MATHEMATICS, UNIVERSITY OF
KERALA, THIRUVANANTHAPURAM - 695 581. HAVING PERMANENT
RESIDENCE AT PUTHEN VEETIL, KUREEPUZHA, KAVANAD P. O.,
KOLLAM - 691003., PH : 8281466011.
- 4 DR. SUJITH BABU
AGED 36 YEARS, S/O. P. S. CHANDRA BABU, ASSISTANT
PROFESSOR, DEPARTMENT OF PSYCHOLOGY, UNIVERSITY OF
KERALA, THIRUVANANTHAPURAM - 695 581. HAVING PERMANENT
RESIDENCE AT RADHA MANDIRAM (H), AMAYANNOOR P. O.,
KOTTAYAM - 696019., PH - 8547281985.

- 5 DR. DEEPA K. G.
AGED 41 YEARS, D/O. GOVINDAN V. T., ASSISTANT PROFESSOR,
DEPARTMENT OF PHYSICS, UNIVERSITY OF KERALA,
THIRUVANANTHAPURAM - 695 581. HAVING PERMANENT RESIDENCE
AT VADAKKETHALAKKAL EDAT P. O., PAYYANUR, KANNUR -
670327, PH - 9632784886.
- 6 DR. DHANIL DEV S. G.
AGED 33 YEARS, S/O. GIRIJA C. J., ASSISTANT PROFESSOR,
DEPARTMENT OF GEOLOGY, UNIVERSITY OF KERALA,
THIRUVANANTHAPURAM - 695 581. HAVING RESIDENCE AT GIRI
COTTAGE, SHANTHI VILA, MARKET JUNCTION, NEMOM P. O.,
THIRUVANANTHAPURAM - 695020, PH - 8281674056.
- 7 DR. CHITHRA M. R.
AGED 35 YEARS, W/O. NAVEEN E., ASSISTANT PROFESSOR,
DEPARTMENT OF MATHEMATICS, UNIVERSITY OF KERALA,
THIRUVANANTHAPURAM - 695 581. HAVING PERMANENT RESIDENCE
AT ELLICKAL, EROOR P. O., TRIPUNITHURA, COCHIN - 682306.,
PH - 9567763243.
- 8 DR. DILIP KUMAR
AGED 40 YEARS, S/O. E. NARAYANA PILLAI, ASSISTANT
PROFESSOR, DEPARTMENT OF MATHEMATICS, UNIVERSITY OF
KERALA, THIRUVANANTHAPURAM - 695 581. HAVING PERMANENT
RESIDENCE AT GOKULAM HOUSE, MALAKUNNAM P. O.,
CHANGANACHERRY, KOTTAYAM - 686535, PH - 9446195433.
- 9 DR. RIYAZ A.
AGED 37 YEARS, S/O. ABOOBAKKER KUNJU, ASSISTANT
PROFESSOR, DEPARTMENT OF STATISTICS, UNIVERSITY OF
KERALA, THIRUVANANTHAPURAM - 695 581. HAVING PERMANENT
RESIDENCE AT A. R. VILLA, MEEYANA P. O., OYOUR, KOLLAM -
691510.

BY ADV.SRI.ELVIN PETER P.J.
BY ADV.SRI.K.R.GANESH

RESPONDENTS/PETITIONER/RESPONDENTS 1 & 2 IN W.P.(C):

- 1 DR. T.VIJAYALAKSHMI
AGED 46 YEARS, D/O.P.THANGAVEL GOUNDER, D21/2, MULLAI
ILLAM,SREE CHITRA NAGAR, EDAPAZHANJI, PANGODE,

THIRUVANANTHAPURAM-695006.

- 2 STATE OF KERALA
CHIEF SECRETARY, SECRETARIAT, THIRUVANANTHAPURAM-695001.
- 3 UNIVERSITY OF KERALA
SENATE HOUSE CAMPUS, PALAYAM, THIRUVANANTHAPURAM -695034,
REPRESENTED BY ITS REGISTRAR.

BY ADV.SRI.GEORGE POONTHOTTAM (SR.)
BY ADV.SRI.THOMAS ABRAHAM, SC, UNIVERSITY OF KERALA
BY ADV.SMT.NISHA GEORGE
BY SRI.GOPALAKRISHNA KURUP (SR.), ADVOCATE GENERAL
BY SRI.V.MANU, SENIOR GOVT. PLEADER
BY SRI.T.B.HOOD, GOVT. PLEADER

THIS WRIT APPEAL HAVING COME UP FOR ADMISSION ON
29.09.2021 ALONG WITH W.A.NO.755/2021 AND CONNECTED CASES,
THE COURT ON 05.10.2021 DELIVERED THE FOLLOWING:

IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR.JUSTICE A.K.JAYASANKARAN NAMBIAR

&

THE HONOURABLE MR.JUSTICE MOHAMMED NIAS C.P.

TUESDAY, THE 5TH DAY OF OCTOBER 2021/13TH ASWINA, 1943

W.A.NO.876 OF 2021

AGAINST THE JUDGMENT DATED 31.03.2021 IN WP(C).NO.1592/2018 OF HIGH COURT OF KERALA, ERNAKULAM

APPELLANTS/THIRD PARTIES:

- 1 DR. HUBERT JOE,
AGED 56 YEARS, S/O. P. ISSAC, ASSOCIATE PROFESSOR,
DEPARTMENT OF PHYSICS, UNIVERSITY OF KERALA,
THIRUVANANTHAPURAM-695581, RESIDING AT SASTHRINAGAR WEST-
15, KARAMANA, THIRUVANANTHAPURAM.
- 2 DR. R.JAYAKRISHNAN,
AGED 41 YEARS, SON OF K. RAMAKRISHNAN NAIR, ASSOCIATE
PROFESSOR, DEPARTMENT OF PHYSICS, UNIVERSITY OF KERALA,
THIRUVANANTHAPURAM-695 581, RESIDING AT PADINJATETHIL,
MULAKUZHA P.O.CHENAGANNUR-689 505.
- 3 DR. R. LEKSHMI,
AGED 49 YEARS, DAUGHTER OF S RAMAKRISHNA IYER, ASSOCIATE
PROFESSOR, DEPARTMENT OF PHILOSOPHY, UNIVERSITY OF KERALA,
THIRUVANANTHAPURAM-695 581, RESIDING AT R.K.S. MISSION,
THYCAUD, THIRUVANANTHAPURAM-695 014.
- 4 DR. CHRISTABELL P.J,
AGED 45 YEARS, DAUGHTER OF S PAUL DHASON ,ASSOCIATE
PROFESSOR, DEPARTMENT OF ECONOMICS, UNIVERSITY OF KERALA,
THIRUVANANTHAPURAM-695 581 , RESIDING AT T.C 3/600-3
T.K.ROAD, MUTTADA P.O.THIRUVANANTHAPURAM-695 025.
- 5 DR. BIJU T,
AGED 48 YEARS, SON OF TERRENCE K, ASSOCIATE PROFESSOR,
DEPARTMENT OF COMMERCE, UNIVERSITY OF KERALA,
THIRUVANANTHAPURAM-695 581,RESIDING AT THEJUS,

THAZHICHAYIL HOUSE, KAVANAD P.O.KOLLAM-691 003.

- 6 DR. USHA RAJA VARIER,
AGED 48 YEARS, WIFE OF DR RAJA VARIER, ASSOCIATE
PROFESSOR, DEPARTMENT OF SANSKRIT, UNIVERSITY OF KERLA,
THIRUANANTHAPURAM-695 581, RESIDING AT THEKKE VARYAM,
GOUREESAPATTOM, PATTOM P.O.THIRUVANANTHAPURAM-695 004.
- 7 DR. SHERLY WILLIAMS E,
AGED 57 YEARS, WIFE OF L ROBIN NETTO, ASSOCIATE
PROFESSOR, DEPARTMENT OF ENVIRONMENTAL SCIENCE,
UNIVERSITY OF KERLA, THIRUANANTHAPURAM-695 581, RESIDING
AT BETHEL, VASUPILLA JN, MARUTHADI P.O.KOLLAM-691 003.
- 8 DR. E. SHAJI,
AGED 52 YEARS, SON OF M.ISHACK, ASSOCIATE PROFESSOR,
DEPARTMENT OF GEOLOGY, UNIVERSITY OF KERLA,
THIRUANANTHAPURAM-695 581 ,RESIDING AT G-1, MAHFUZ,
PILLAVEEDU NAGAR, PATTOM P.O.THIRUVANANTHAPURAM-695 004.
- 9 DR. RAFI S.M,
AGED 45 YEARS, SON OF K SIRAJUDEEN, ASSOCIATE PROFESSOR,
DEPARTMENT OF AQUATIC BIOLOGY, UNIVERSITY OF KERLA,
THIRUANANTHAPURAM-695 581, RESIDING AT S.R.NIVAS,
PAZHANGALAM, NALLILA P.O.KOLLAM-691 515.
- 10 DR. HERMAN P.J,
SON OF JOSEPH P PALLIYATH, ASSOCIATE PROFESSOR,
DEPARTMENT OF HINDI, UNIVERSITY OF KERLA,
THIRUANANTHAPURAM-695 581, RESIDING AT 18/22273B,
PALIYATH HOUSE, KOCHUPALLY ROAD, THOPPUMPADY, KOCHI-682
005.

BY ADVS.SMT.SUMATHY DANDAPANI (SR.)
SRI.MILLU DANDAPANI

RESPONDENTS/PETITIONERS & RESPONDENTS IN WRIT PETITION:

- 1 SOCIETY FOR SOCIAL SURVEILLANCE
REG NO. KTM/TC/510/2017, KAROTTUVELAMKULAM, KAYYOOR,
KOTTAYAM, REPRESENTED BY ITS SECRETARY.
- 2 BABY PRATHAP B,

PRABHATH HOUSE, PARAKOD P.O.T.B ROAD, ADOOR-691 554.

- 3 AKHILJITH B,
 NIKUNJEM, PADINJATTAKARA P.O.THEVALAKKARA, KOLLAM-690
 524.
- 4 DR. T. VISHNUKUMARAN,
 22/45, UDAYAPPANKAUDIRIPPU, THENGAMPUTHOOR PANCHAYATH,
 MONIKETTI POTTAL P.O.KANAYAKUMARI DISTRICT-629 501.
- 5 THE CHANCELLOR,
 UNIVERSITY OF KERALA, RAJ BHAVAN,
 THIRUVANANTHAPURAM-695 001.
- 6 STATE OF KERALA
 REPRESENTED BY THE CHIEF SECRETARY TO GOVERNMENT,
 SECRETARIAT, THIRUVANANTHAPURAM-695 001.
- 7 UNIVERSITY OF KERALA
 REPRESENTED BY THE REGISTRAR, PALAYAM,
 THIRUVANANTHAPURAM-695 034.
- 8 THE VICE CHANCELLOR
 UNIVERSITY OF KERALA, PALAYAM, THIRUVANANTHAPURAM-695
 034.
- 9 UNIVERSITY GRANTS COMMISSION
 BAHADUR SHAH ZAFAR MARG, NEW DELHI-110 002,
 REPRESENTED BY ITS SECRETARY

BY ADV.SRI.T.V.AJAYAKUMAR
BY ADV.SRI.K.JAJU BABU (SR.)
BY SRI.THOMAS ABRAHAM, SC, UNIVERSITY OF KERALA
BY ADV.SRI.S.KRISHNAMOORTHY, CGC
BY SMT.M.U.VIJAYALAKSHMI, COUNSEL FOR THE CHANCELLOR OF
UNIVERSITIES IN KERALA
BY ADV.KUM.P.H.RIMJU

THIS WRIT APPEAL HAVING COME UP FOR ADMISSION ON
29.09.2021 ALONG WITH W.A.NO.755/2021 AND CONNECTED CASES,
THE COURT ON 05.10.2021 DELIVERED THE FOLLOWING:

IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR.JUSTICE A.K.JAYASANKARAN NAMBIAR

&

THE HONOURABLE MR.JUSTICE MOHAMMED NIAS C.P.

TUESDAY, THE 5TH DAY OF OCTOBER 2021/13TH ASWINA, 1943

W.A NO.889 OF 2021

AGAINST THE JUDGMENT DATED 31.03.2021 IN WP(C).NO.4592/2018 OF HIGH COURT OF KERALA, ERNAKULAM

APPELLANTS/LEAVE PETITIONERS:

- 1 DR.HARIKUMAR P.N. ,
AGED 53 YEARS, PROFESSOR,DEPARTMENT OF COMMERCE,UNIVERSITY OF KERALA, KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581, RESIDING AT SIVASAILAM,KANNAMCODE,ADOOR, PATHANAMTHITTA-691523.
- 2 DR.SIVADAS.K.K,
PROFESSOR, DEPARTMENT OF MALAYALAM,UNIVERSITY OF KERALA, KARYAVATTOM CAMPUS,THIRUVANANTHAPURAM-695581,RESIDING AT KILIYANTHARA HOUSE,PORATHISSERY,IRINJALAKUDA NORTH,THRISSUR-680125.
- 3 DR.SANDHYA.R.S,
PROFESSOR,DEPARTMENT OF SOCIOLOGY,UNIVERSITY OF KERALA, KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581, RESIDING AT "SANDHYA",ASHRAMAM ROAD,NETTAYAM, THIRUVANANTHAPURAM.
- 4 DR.SHEEJA.S.R,
PROFESSOR,DEPARTMENT OF ECONOMICS,UNIVERSITY OF KERALA, KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581, RESIDING AT VARALEKSHMI,PNRA P-11 A,PRIYADARSHINI NAGAR,ULLOOR, MEDICAL COLLEGE.P.O, THIRUVANANTHAPURAM-11.
- 5 DR.R.B.SREEKALA,
PROFESSOR,DEPARTMENT OF OR AND MSS LIBRARY,UNIVERSITY OF KERALA, KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581, RESIDING AT PRANAVAM,TC 86/1882,AVRA 11H,PETTAH.P.O, THIRUVANANTHAPURAM-695024.

- 6 DR.SHIBURAJ.S,
PROFESSOR,DEPARTMENT OF BOTANY,UNIVERSITY OF KERALA,
KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581, RESIDING AT
BRN 60 A, 'CHINJILAM', MADANND,THEKKEVILA.P.O,KOLLAM-691016.
- 7 DR.V.BIJU,
PROFESSOR,DEPARTMENT OF PHYSICS,UNIVERSITY OF KERALA,
KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-69558 RESIDING AT
AN-312 K,SOPANAM,ADARSH NAGAR, POTTAKUZH, PATOM.P.O,
THIRUVANANTHAPURAM-695004., PIN-695004.
- 8 DR.VINOD CHANDRA.S.S,
PROFESSOR,DEPARTMENT OF COMPUTER SCIENCE,UNIVERSITY OF
KERALA,KARYAVATTOM CAMPUS,THIRUVANANTHAPURAM-695581,
RESIDING AT 'ANANYA',KOLIYOOR, MUTTAKKAD.P.O,
THIRUVANANTHAPURAM.

BY ADVS.SRI.P.RAVINDRAN (SR.)
SMT.LAKSHMI RAMADAS
SRI.SREEDHAR RAVINDRAN

RESPONDENTS/PETITIONER & RESPONDENTS:

- 1 DR.G.RADHAKRISHNA PILLAI
SANTHI BHAVAN,SOORANAD SOUTH.P.O,KOLLAM.
- 2 STATE OF KERALA
REPRESENTED BY THE CHIEF SECRETARY, GOVERNMENT
SECRETARIAT,THIRUVANANTHAPURAM-695001.
- 3 UNIVERSITY OF KERALA
SENATE HOUSE CAMPUS, PALAYAM,THIRUVANANTHAPURAM-695034,
REPRESENTED BY THE REGISTRAR.

BY ADV.SRI.GEORGE POONTHOTTAM (SR.)
BY SRI.THOMAS ABRAHAM, SC, UNIVERSITY OF KERALA
BY ADV.SMT.NISHA GEORGE
BY SRI.GOPALAKRISHNA KURUP (SR.), ADVOCATE GENERAL
BY SRI.V.MANU, SENIOR GOVT. PLEADER
BY SRI.T.B.HOOD, GOVT. PLEADER

THIS WRIT APPEAL HAVING COME UP FOR ADMISSION ON
29.09.2021 ALONG WITH W.A.NO.755/2021 AND CONNECTED CASES, THE
COURT ON 05.10.2021 DELIVERED THE FOLLOWING:

IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR.JUSTICE A.K.JAYASANKARAN NAMBIAR

&

THE HONOURABLE MR.JUSTICE MOHAMMED NIAS C.P.

TUESDAY, THE 5TH DAY OF OCTOBER 2021/13TH ASWINA, 1943

W.A NO.890 OF 2021

AGAINST THE JUDGMENT DATED 31.03.2021 IN WP(C).NO.1592/2018 OF HIGH COURT OF KERALA, ERNAKULAM

APPELLANTS/LEAVE PETITIONERS:

- 1 DR. HARIKUMAR P.N
AGED 53 YEARS, PROFESSOR, DEPARTMENT OF COMMERCE, UNIVERSITY OF KERALA, KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581, RESIDING AT SIVASAILAM, KANNAMCODE, ADOOR, PATHANAMTHITTA-691523.
- 2 DR. SIVADAS K.K.,
PROFESSOR, DEPARTMENT OF MALAYALAM, UNIVERSITY OF KERALA, KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581, RESIDING AT KILIYANTHARA HOUSE, PORATHISSERY, IRINJALAKUDA NORTH, THRISSUR-680125.
- 3 DR. SANDHYA R.S.,
PROFESSOR, DEPARTMENT OF SOCIOLOGY, UNIVERSITY OF KERALA, KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581, RESIDING AT SANDHYA, ASHRAMAM ROAD, NETTAYAM, THIRUVANANTHAPURAM-691537.
- 4 DR. SHEEJA S.R.,
PROFESSOR, DEPARTMENT OF ECONOMICS, UNIVERSITY OF KERALA, KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581, RESIDING AT VARALEKSHMI, PNRA P-11 A, PRIYADARSHINI NAGAR, ULLOOR, MEDICAL COLLEGE P.O., THIRUVANANTHAPURAM-11.
- 5 DR. R.B.SREEKALA,
PROFESSOR, DEPARTMENT OF OR & MSS LIBRARY, UNIVERSITY OF KERALA, KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581, RESIDING AT PRANAVAM, TC 86/1882, AVRA 11H, PETTAH P.O., THIRUVANANTHAPURAM-695024.

- 6 DR. SHIBURAJ S.,
PROFESSOR, DEPARTMENT OF BOTANY, UNIVERSITY OF KERALA,
KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581, RESIDING AT
BRN 60 A , CHINJILAM, MADANNA, THEKKEVILA P.O., KOLLAM-
691016.
- 7 DR. V.BIJU,
PROFESSOR, DEPARTMENT OF PHYSICS, UNIVERSITY OF KERALA,
KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581, RESIDING AT
AN-312 K, SOPANAM, ADARSH NAGAR, POTTAKUZH, PATTOM P.O.,
THIRUVANANTHAPURAM-695004.
- 8 DR. VINOD CHANDRA S.S.,
PROFESSOR, DEPARTMENT OF COMPUTER SCIENCE, UNIVERSITY OF
KERALA, KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM-695581,
RESIDING AT ANANYA, KOLIYOOR, MUTTAKKAD P.O.,
THIRUVANANTHAPURAM-695523.

BY ADV.SRI.P.RAVINDRAN (SR.)
BY ADV.SRI.SREEDHAR RAVINDRAN
BY ADV.SMT.APARNA RAJAN
BY ADV.SRI.THOMAS ABRAHAM, SC, UNIVERSITY OF KERALA

RESPONDENTS/PETITIONERS/RESPONDENTS:

- 1 SOCIETY FOR SOCIAL SURVEILLANCE
REG. NO. KTM/TC/510/2017, KAROTTUVELAMKULAM, KAYYOOR,
KOTTAYAM, REPRESENTED BY ITS SECRETARY, PIN-686651.
- 2 BABY PRATHAP B.,
PRABHATH HOUSE, PARAKOD P.O., T.B.ROAD, ADOOR-691554.
- 3 AKHILJITH B.,
NIKUNJEM, PADINJATTAKKARA P.O., THEVALAKKARA,
KOLLAM-690524.
- 4 DR.T.VISHNUKUMARAN,
22/45, UDAYAPPANKUDIRUPPU, THENGAMPUZHOOOR PANCHAYATH,
MONIKETTI POTTAL P.O., KANYAKUMARI-629501.
- 5 THE CHANCELLOR,
UNIVERSITY OF KERALA, RAJ BHAVAN,
THIRUVANANTHAPURAM-695001.

- 6 STATE OF KERALA
REPRESENTED BY THE CHIEF SECRETARY TO GOVERNMENT,
SECRETARIAT, THIRUVANANTHAPURAM-695001.
- 7 UNIVERSITY OF KERALA
REPRESENTED BY THE REGISTRAR, PALAYAM, THIRUVANANTHAPURAM-
695001.
- 8 THE VICE CHANCELLOR,
UNIVERSITY OF KERALA, PALAYAM, THIRUVANANTHAPURAM-695034.
- 9 UNIVERSITY GRANTS COMMISSION
BAHADUR SHAH ZAFAR MARG, NEW DELHI-110002, REPRESENTED BY
ITS SECRETARY.

BY ADV.SRI.T.V.AJAYAKUMAR
BY ADV.SRI.K.JAJU BABU (SR.)
BY SRI.S.KRISHNAMOORTHY, CGC
BT SMT.M.U.VIJAYALAKSHMI, COUNSEL FOR THE CHANCELLOR OF
UNIVERSITIES IN KERALA
BY ADV.KUM.P.H.RIMJU
BY SRI.GOPALAKRISHNA KURUP (SR.), ADVOCATE GENERAL
BY SRI.V.MANU, SENIOR GOVT. PLEADER
BY SRI.T.B.HOOD, GOVT. PLEADER

THIS WRIT APPEAL HAVING COME UP FOR ADMISSION ON
29.09.2021 ALONG WITH W.A.NO.755/2021 AND CONNECTED CASES, THE
COURT ON 05.10.2021 DELIVERED THE FOLLOWING:

IN THE HIGH COURT OF KERALA AT ERNAKULAM
PRESENT

THE HONOURABLE MR.JUSTICE A.K.JAYASANKARAN NAMBIAR

&

THE HONOURABLE MR.JUSTICE MOHAMMED NIAS C.P.

TUESDAY, THE 5TH DAY OF OCTOBER 2021/13TH ASWINA, 1943

W.A.NO.920 OF 2021
AGAINST THE JUDGMENT DATED 31.03.2021 IN WP(C).NO.1592/2018 OF HIGH
COURT OF KERALA, ERNAKULAM

APPELLANTS/NON PARTY TO THE IMPUGNED JUDGMENT:

- 1 DR.S.R.JAYASREE,
AGED 55 YEARS, D/O. G.SOMAN PILLAI, PROFESSOR,
DEPARTMENT OF HINDI, UNIVERSITY OF KERALA, KARIAVATTOM,
THIRUVANANTHAPURAM-695581, RESIDING AT VEDIKA T.C.55/1113,
NEERAMANKARA, KAIMANAM P.O., THIRUVANANTHAPURAM-695040.
- 2 GIRISH KUMAR R.,
AGED 52 YEARS, S/O. K. RAMAKRISHNA PILLAI, PROFESSOR,
DEPARTMENT OF POLITICAL SCIENCE, UNIVERSITY OF KERALA,
KARIAVATTOM, THIRUVANANTHAPURAM-695581, RESIDING AT
SREERAMATHEERTHAM, AN 89, ADARSH NAGAR, PATTOM,
THIRUVANANTHAPURAM-695004.
- 3 DR. H. SHYLAJA,
AGED 55 YEARS, D/O. K. SWANINATHAN, PROFESSOR,
DEPARTMENT OF PSYCHOLOGY, UNIVERSITY OF KERALA, KARIAVATTOM,
THIRUVANANTHAPURAM-695581, RESIDING AT KRISHNAMANGALAM, SNRA
116, SUBHASH NAGAR, VALLAKADAVU P.O.,
THIRUVANANTHAPURAM-695008.

BY ADV.SRI.MOHAN JACOB GEORGE
BY ADV.SMT.P.V.PARVATHY (P-41)
BY ADV.SMT.REENA THOMAS
BY ADV.SMT.NIGI GEORGE

RESPONDENTS/PETITIONERS & RESPONDENTS IN THE W.P.(C):

- 1 SOCIETY FOR SOCIAL SURVEILLANCE
REG. NO. KTM/TC/510/2017, KAROTTUVELMAKULAM, KAYYOOR,
KOTTAYAM-686654, REPRESENTED BY ITS SECRETARY.
- 2 BABY PRATHAP B.,
PRABHATH HOUSE, PARAKOD P.O., T.B. ROAD, ADOOR-691554.
- 3 AKHILJITH B.,
NIKUNJEM. PADINJATTAKKARA P.O., THEVALAKKARA, KOLLAM-690524.
- 4 DR. T. VISHNUKUMARAN,
22/45, UDYAPPANKUDIRUPPU, THENGAMPUTHOOR PANCHAYATH,
MONIKETTI POTTAL P.O., KANYAKUMARI DISTRICT-629501.
- 5 THE CHANCELLOR,
UNIVERSITY OF KERALA, RAJ BHAVAN, THIRUVANANTHAPURAM-695001.
- 6 STATE OF KERALA,
REPRESENTED BY THE CHIEF SECRETARY TO GOVERNMENT,
SECRETARIAT, THIRUVANANTHAPURAM-695001.
- 7 UNIVERSITY OF KERALA,
REPRESENTED BY ITS REGISTRAR, PALAYAM, THIRUVANANTHAPURAM-
695034.
- 8 VICE CHANCELLOR,
UNIVERSITY OF KERALA, REPRESENTED BY ITS REGISTRAR, PALAYAM,
THIRUVANANTHAPURAM-695034.
- 9 UNIVERSITY OF GRANTS COMMISSION,
BAHADUR SHAH ZAFAR MARG, NEW DELHI-110002,
REPRESENTED BY ITS SECRETARY.

BY ADV.SRI.T.V.AJAYAKUMAR
BY ADV.SRI.K.JAJU BABU (SR.)
BT SHRI.THOMAS ABRAHAM, SC, UNIVERSITY OF KERALA
BY SRI.S.KRISHNAMOORTHY, CGC
BY SMT.M.U.VIJAYALAKSHMI, COUNSEL FOR THE CHANCELLOR OF
UNIVERSITIES IN KERALA
BY ADV.KUM.P.H.RIMJU
BY SRI.GOPALAKRISHNA KURUP (SR.), ADVOCATE GENERAL
BY SRI.V.MANU, SENIOR GOVT. PLEADER
BY SRI.T.B.HOOD, GOVT. PLEADER

THIS WRIT APPEAL HAVING COME UP FOR ADMISSION ON 29.09.2021 ALONG WITH W.A.NO.755/2021 AND CONNECTED CASES, THE COURT ON 05.10.2021 DELIVERED THE FOLLOWING:

IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR.JUSTICE A.K.JAYASANKARAN NAMBIAR

&

THE HONOURABLE MR.JUSTICE MOHAMMED NIAS C.P.

TUESDAY, THE 5TH DAY OF OCTOBER 2021/13TH ASWINA, 1943

W.A.NO.962 OF 2021

AGAINST THE JUDGMENT DATED 31.03.2021 IN WP(C).NO.8334/2018 OF HIGH COURT OF KERALA, ERNAKULAM

APPELLANTS/NON PARTY TO THE IMPUGNED JUDGMENT:

- 1 DR.S.R.JAYASREE
AGED 55 YEARS, D/O G. SOMAN PILLAI, PROFESSOR, DEPARTMENT OF HINDI, UNIVERSITY OF KERALA, KARIAVATTOM, THIRUVANANTHAPURAM-695 581, RESIDING AT VEDIKA TC 55/1113, NEERAMANKARA, KAIMANAM P.O.THIRUVANANTHAPURAM-695 040.
- 2 GIRISH KUMAR R,
AGED 52 YEARS, S/O K. RAMAKRISHNA PILLAI, PROFESSOR, DEPARTMENT OF POLITICAL SCIENCE, UNIVERSITY OF KERALA, KARIAVATTOM, THIRUVANANTHAPURAM-695 581, RESIDING AT SREERAMATHEERTHAM, AN 89 ADARSH NARAR, PATTOM, THIRUVANANTHAPURAM-695 004.
- 3 DR. H. SHYLAJA,
AGED 55 YEARS, D/O K.S SWAMINATHAN, PROFESSOR, DEPARTMENT OF PSYCHOLOGY UNIVERSITY OF KERALA, KARIAVATTOM CAMPUS, THIRUVANANTHAPURAM-695 581, RESIDING AT KRISHNAMANGALAM, SNRA 116, SUBHSH NAGER, VALLAKADAVU P.O.THIRUVANANTHAPURAM-695 008.

BY ADVS.SRI.MOHAN JACOB GEORGE
SMT.P.V.PARVATHY (P-41)
SMT.REENA THOMAS
SMT.NIGI GEORGE

RESPONDENTS/PETITIONER & RESPONDENTS IN THE W.P. (C) :

- 1 DR.T.VIJAYALAKSHMI
AGED 46 YEARS, D/O P.THANGAVEL GOUNDER, D21/2,
MULLAI ILLAM, SREE CHITRA NAGAR, EDAPAZHANJI, PANGODE,
THIRUVANANTHAPURAM-695 006.
- 2 STATE OF KERALA
REPRESENTED BY THE CHIEF SECRETARY, GOVERNMENT SECRETARIAT,
THIRUVANANTHAPURAM-695 001.
- 3 UNIVERSITY OF KERALA
SENATE HOUSE CAMPUS,M PALAYAM, THIRUVANANTHAPURAM-695 034,
REPRESENTED BY ITS REGISTRAR.

BY ADV.SRI.GEORGE POONTHOTTAM (SR.)
BY ADV.SMT.NISHA GEORGE
BY ADV.SRI.THOMAS ABRAHAM, SC, UNIVERSITY OF KERALA
BY SRI.GOPALAKRISHNA KURUP (SR.), ADVOCATE GENERAL
BY SRI.V.MANU, SENIOR GOVT. PLEADER
BY SRI.T.B.HOOD, GOVT. PLEADER

THIS WRIT APPEAL HAVING COME UP FOR ADMISSION ON
29.09.2021 ALONG WITH W.A.NO.755/2021 AND CONNECTED CASES,
THE COURT ON 05.10.2021 DELIVERED THE FOLLOWING:

IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR.JUSTICE A.K.JAYASANKARAN NAMBIAR

&

THE HONOURABLE MR.JUSTICE MOHAMMED NIAS C.P.

TUESDAY, THE 5TH DAY OF OCTOBER 2021/13TH ASWINA, 1943

W.A.NO.965 OF 2021

AGAINST THE JUDGMENT DATED 31.03.2021 IN WP(C).NO.8334/2018 OF HIGH COURT OF KERALA, ERNAKULAM

APPELLANTS/3RD PARTIES:

- 1 DR. ARUN KUMAR K. ,
AGED 42 YEARS, ASSISTANT PROFESSOR (POLITICAL SCIENCE) ,DEPARTMENT OF POLITICAL SCIENCE,UNIVERSITY OF KERALA,KARYAVATTOM CAMPUS,THIRUVANANTHAPURAM,RESIDING AT KALANGUMKARA VEEDU,MARTHANDUMKARA P.O.,YEROOR,KOLLAM.
- 2 DR.RAKENDU C.K. ,
AGED 39 YEARS, ASSISTANT PROFESSOR (LAW) ,
DEPARTMENT OF LAW,UNIVERSITY OF KERALA,KARYAVATTOM CAMPUS,THIRUVANANTHAPURAM, RESIDING AT OMKARAM,T.C.13/1174,RAJIV GANDHI NAGAR, MEDICAL COLLEGE P.O.,THIRUVANANTHAPURAM.
- 3 DR.BIJU A.V. ,
AGED 40 YEARS,ASSISTANT PROFESSOR(COMMERCE) ,
DEPARTMENT OF COMMERCE,SCHOOL OF BUSINESS MANAGEMENT & LEGAL STUDIES,UNIVERSITY OF KERALA,KARYAVATTOM CAMPUS,THIRUVANANTHAPURAM,RESIDING AT RITHU,ALANTHARA, VENJARAMOODU P.O.,THIRUVANANTHAPURAM-695 607.
- 4 DR.MANU T. ,
AGED 34 YEARS,ASSISTANT PROFESSOR (ISLAMIC STUDIES) ,
DEPARTMENT OF ISLAMIC STUDIES,UNIVERSITY OF KERALA,

KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM,
RESIDING AT MOONGODU KIZHAKKINKARA VEEDU,
MOONGODU P.O., THIRUVANANTHAPURAM-695 573.

- 5 DR.BALAMURALI P.B.,
AGED 45 YEARS, ASSISTANT PROFESSOR (PHILOSOPHY),
DEPARTMENT OF PHILOSOPHY, UNIVERSITY OF KERALA,
KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM,
RESIDING AT PUTHENKOTTA HOUSE, PATTIMATTOM P.O.,
ERNAKULAM-683 562.
- 6 DR.SUDHI S.VIJAYAN,
AGED 41 YEARS, ASSISTANT PROFESSOR (LIBRARY & INFORMATION
SCIENCE), DEPARTMENT OF LIBRARY & INFORMATION
SCIENCE, UNIVERSITY OF KERALA, PALAYAM,
THIRUVANANTHAPURAM, RESIDING AT
NIVEDHYAM, T.C.17/181, UARRA-154, ULLOOR, MEDICAL COLLEGE
P.O., THIRUVANANTHAPURAM-695 011.
- 7 RENOJ N.K.,
AGED 31 YEARS, ASSISTANT PROFESSOR (POLITICAL SCIENCE),
SCHOOL OF DISTANCE EDUCATION, UNIVERSITY OF KERALA,
KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM,
RESIDING AT NALLONKUZHYIL HOUSE, CHATHANGOTTUNADA P.O.,
KAVILUMPARA, KOZHIKODE-673 513.
- 8 ABY T.SURESH,
AGED 36 YEARS, ASSISTANT PROFESSOR (POLITICAL SCIENCES),
SCHOOL OF DISTANCE EDUCATION, UNIVERSITY OF KERALA,
KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM, RESIDING AT
MANIMANDIRAM, MEENAD, NEDUNGOLAM P.O., KOLLAM-691 334.
- 9 DR.NITHYA N.R.,
AGED 39 YEARS, ASSISTANT PROFESSOR (POLITICAL SCIENCE),
DEPARTMENT OF POLITICAL SCIENCE, UNIVERSITY OF KERALA,
KARYAVATTOM CAMPUS, THIRUVANANTHAPURAM, RESIDING AT NITHYA
BHAVAN, MEKKUMKARA, KEEZHKOLLA, VATTAVILA
P.O., THIRUVANANTHAPURAM-695 132..

- 10 DR.SYAM S.K. ,
AGED 41 YEARS,ASSISTANT PROFESSOR(LINGUISTICS) ,
DEPARTMENT OF LINGUISTICS, UNIVERSITY OF KERALA,
KARYAVATTOM CAMPUS,THIRUVANANTHAPURAM,RESIDING AT
SREELAKAM,T.C.97/2695 (4),KKRA-27 (A),KARTHI GARDENS,
KIZHAKKUMKARA,KULATHUR P.O.,THIRUVANANTHAPURAM-695 583.
- 11 DR.PRAKASAN P.M. ,
AGED 44 YEARS,ASSISTANT PROFESSOR,DEPARTMENT OF LIBRARY &
INFORMATION SCIENCE,UNIVERSITY OF KERALA,
PALAYAM,THIRUVANANTHAPURAM, RESIDING AT DEVAKRIPA,
VRA-41,VETTUVILA LANE,MEDICAL COLLEGE P.O. ,
THIRUVANANTHAPURAM-695 011.
- 12 DR.RAJESH KUMAR B.M. ,
AGED 47 YEARS,ASSISTANT PROFESSOR(COMMUNICATION &
JOURNALISM) , DEPARTMENT OF COMMUNICATION & JOURNALISM,
UNIVERSITY OF KERALA, KARAYAVATTOM CAMPUS,
THIRUVANANTHAPURAM, RESIDING AT OTHAYOTH (H) ,TOWN CHURCH
ROAD, MANANTHAVADY P.O.,WAYANAD-670 645.

BY ADV.SRI.C.UNNIKRISHNAN (KOLLAM)

BY ADV.SRI.MAHESH CHANDRAN

RESPONDENTS/PETITIONER & RESPONDENTS IN W.P.:

- 1 DR. T. VIJAYALAKSHMI,
AGED 49 YEARS,D/O.P.THANGAVEL GOUNDER, RESIDING AT
D21/2,MULLAI ILLAM,SREE CHITHRA NAGAR,
EDAPAZHANJI,PANGODE,THIRUVANANTHAPURAM-695 006.
- 2 THE STATE OF KERALA,
REPRESENTED BY THE CHIEF SECRETARY, GOVERNMENT
SECRETARIAT, THIRUVANANTHAPURAM-695 001.
- 3 UNIVERSITY OF KERALA,
SENATE HOUSE CAMPUS,PALAYAM,THIRUVANANTHAPURAM-695 034.
REPRESENTED BY ITS REGISTRAR.

BY ADV.SRI.GEORGE POONTHOTTAM (SR.)

BY ADV.SMT.NISHA GEORGE

BY ADV.SRI.THOMAS ABRAHAM, SC, UNIVERSITY OF KERALA

BY SRI.GOPALAKRISHNA KURUP (SR.), ADVOCATE GENERAL

BY SRI.V.MANU, SENIOR GOVT. PLEADER
BY SRI.T.B.HOOD, GOVT. PLEADER

THIS WRIT APPEAL HAVING COME UP FOR ADMISSION ON
29.09.2021 ALONG WITH W.A.NO.755/2021 AND CONNECTED CASES,
THE COURT ON 05.10.2021 DELIVERED THE FOLLOWING:

IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR.JUSTICE A.K.JAYASANKARAN NAMBIAR

&

THE HONOURABLE MR.JUSTICE MOHAMMED NIAS C.P.

TUESDAY, THE 5TH DAY OF OCTOBER 2021/13TH ASWINA, 1943

W.A NO.966 OF 2021

AGAINST THE JUDGMENT DATED 31.3.2021 IN WP(C).NO.4592/2018 OF HIGH
COURT OF KERALA, ERNAKULAM

APPELLANTS/NON PARTY TO THE IMPUGNED JUDGMENT:

- 1 DR.S.R.JAYASREE
AGED 55 YEARS, D/O.G.SOMAN PILLAI, PROFESSOR, DEPARTMENT
OF HINDI, UNIVERSITY OF KERALA, KARIAVATTOM,
THIRUVANANTHAPURAM-695 581. RESIDING AT VEDIKA, TC 55/1113,
NEERAMANKARA, KAIMANAM P.O., THIRUVANANTHAPURAM-695 040.
- 2 GIRISH KUMAR R.,
AGED 52 YEARS, S/O.K.RAMAKRISHNA PILLAI, PROFESSOR,
DEPARTMENT OF POLITICAL SCIENCE, UNIVERSITY OF KERALA,
KARIAVATTOM, THIRUVANANTHAPURAM-695 581. RESIDING AT
SREERAMATHEERTHAM, AN 89 ADARSH NAGAR, PATTOM,
THIRUVANANTHAPURAM-695 004.
- 3 DR.H.SHYLAJA,
AGED 55 YEARS, D/O.K.SWAMINATHAN, PROFESSOR, DEPARTMENT OF
PSYCHOLOGY, UNIVERSITY OF KERALA, KARIAVATTOM
CAMPUS, THIRUVANANTHAPURAM-695 581. RESIDING AT
KRISHNAMANGALAM, SNRA 116, SUBHASH NAGAR, VALLAKADAVU P.O.,

THIRUVANANTHAPURAM-695 008.

BY ADVS.SRI.MOHAN JACOB GEORGE
SMT.P.V.PARVATHY (P-41)
SMT.REENA THOMAS
SMT.NIGI GEORGE

RESPONDENTS/PETITIONER & RESPONDENTS IN THE W.P.(C):

- 1 DR.G.RADHAKRISHNA PILLAI
SANTHI BHAVAN,SOORANAD NORTH P.O.,KOLLAM-690 561.
- 2 STATE OF KERALA,
REPRESENTED BY THE CHIEF SECRETARY, GOVERNMENT
SECRETARIAT, THIRUVANANTHAPURAM-695 001.
- 3 UNIVERSITY OF KERALA,
SENATE HOUSE CAMPUS,PALAYAM,
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BY ADV.SRI.GEORGE POONTHOTTAM (SR.)
BY ADV.SMT.NISHA GEORGE
BY ADV.SRI.THOMAS ABRAHAM, SC, UNIVERSITY OF KERALA
BY SRI.GOPALAKRISHNA KURUP (SR.), ADVOCATE GENERAL
BY SRI.V.MANU, SENIOR GOVT. PLEADER
BY SRI.T.B.HOOD, GOVT. PLEADER

THIS WRIT APPEAL HAVING COME UP FOR ADMISSION ON
29.09.2021 ALONG WITH W.A.NO.755/2021 AND CONNECTED CASES,
THE COURT ON 05.10.2021 DELIVERED THE FOLLOWING:

IN THE HIGH COURT OF KERALA AT ERNAKULAM

PRESENT

THE HONOURABLE MR.JUSTICE A.K.JAYASANKARAN NAMBIAR

&

THE HONOURABLE MR.JUSTICE MOHAMMED NIAS C.P.

TUESDAY, THE 5TH DAY OF OCTOBER 2021/13TH ASWINA, 1943

W.A NO.977 OF 2021

AGAINST THE JUDGMENT DATED 31.3.2021 IN WP(C).NO.4592/2018 OF HIGH
COURT OF KERALA, ERNAKULAM

APPELLANTS/NOT PARTIES IN THE WRIT PETITION:

- 1 DR. JANEESH P.A.,
AGED 37 YEARS, S/O.AYYAPPAN P.A.,ASSISTANT
PROFESSOR,DEPARTMENT OF BIOCHEMISTRY,UNIVERSITY OF KERALA,
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PH:9746318631.
- 2 DR.VIJI VIJAYAN,
AGED 40 YEARS,W/O.P.K.BIJU,ASSISTANT PROFESSOR,DEPARTMENT OF
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- 3 DR.KRISHNAKUMAR G.,
AGED 37 YEARS,S/O.GOPINATHAN PILLAI,ASSISTANT
PROFESSOR,DEPARTMENT OF MATHEMATICS, UNIVERSITY OF
KERALA,THIRUVANANTHAPURAM-695581. HAVING PERMANENT RESIDENCE
AT PUTHEN VEETIL,KUREEPUZHA, KAVANAD P.O.,KOLLAM-

691003.PH:8281466011.

- 4 DR.SUJITH BABU,
AGED 36 YEARS,S/O.P.S.CHANDRA BABU,ASSISTANT
PROFESSOR,DEPARTMENT OF PSYCHOLOGY, UNIVERSITY OF
KERALA,THIRUVANANTHAPURAM-695581. HAVING PERMANENT RESIDENCE
AT RADHA MANDIRAM (H),AMAYANNOOR P.O.,
KOTTAYAM-696019.PH:8547281985.
- 5 DR.DEEPA K.G.,
AGED 41 YEARS,D/O.GOVINDAN V.T.,ASSISTANT PROFESSOR,
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- 6 DR.DHANIL DEV S.G.,
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DEPARTMENT OF GEOLOGY, UNIVERSITY OF KERALA,
THIRUVANANTHAPURAM-695581. HAVING RESIDENCE AT GIRI
COTTAGE,SHANTHI VILLA,MARKET JUNCTION,NEMOM P.O.,
THIRUVANANTHAPURAM-695020. PH:8281674056.
- 7 DR.CHITHRA M.R.,
AGED 35 YEARS,W/O.NAVEEN E.,ASSISTANT PROFESSOR, DEPARTMENT
OF MATHEMATICS, UNIVERSITY OF KERALA, THIRUVANANTHAPURAM-
695581. HAVING PERMANENT RESIDENCE AT ELLICKAL,EROOR
P.O.,TRIPUNITHURA, COCHIN-682306. PH:9567763243.
- 8 DR.DILIP KUMAR,
AGED 40 YEARS,S/O.E.NARAYANA PILLAI,ASSISYTANT PROFESSOR,
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THIRUVANANTHAPURAM-695581.HAVING PERMANENT RESIDENCE AT
GOKULAM HOUSE, MALAKUNNAM P.O.,CHANGANACHERRY,KOTTAYAM-
686535.PH:9446195433.
- 9 DR.RIYAZ A.,
AGED 37 YEARS,S/O.ABOOBAKKER KUNJU,ASSISTANT PROFESSOR,
DEPARTMENT OF STATISTICS,UNIVERSITY OF KERALA,.
THIRUVANANTHAPURAM-695581.
HAVING PERMANENT RESIDENCE AT A.R.VILLA,MEEYANA
P.O.,OYOUYR,KOLLAM-691510,

BY ADVS.SRI.ELVIN PETER P.J.
SRI.K.R.GANESH
SMT.GOURI BALAGOPAL

SRI.SIDHARTH SUDHEER

RESPONDENTS/PETITIONER & RESPONDENTS 1 & 2 IN W.P.(C):

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SANTHI BHAVAN, SOORANAD NORTH P.O., KOLLAM-690 561.
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- 3 UNIVERSITY OF KERALA,
SENATE HOUSE CAMPUS, PALAYAM, THIRUVANANTHAPURAM-695034.
REPRESENTED BY ITS REGISTRAR.

BY ADV.SRI.GEORGE POONTHOTTAM (SR.)
BY ADV.SMT.NISHA GEORGE
BY ADV.SRI.THOMAS ABRAHAM, SC, UNIVERSITY OF KERALA
BY SRI.GOPALAKRISHNA KURUP (SR.), ADVOCATE GENERAL
BY SRI.V.MANU, SENIOR GOVT. PLEADER
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THIS WRIT APPEAL HAVING COME UP FOR ADMISSION ON
29.09.2021 ALONG WITH W.A.NO.755/2021 AND CONNECTED CASES, THE
COURT ON 05.10.2021 DELIVERED THE FOLLOWING:

'C.R.'

J U D G M E N T

A.K. Jayasankaran Nambiar, J.

In these batch of writ appeals we are called upon to examine the correctness of the judgment dated 31.03.2021 of a learned single judge of this court that disapproved of an amendment effected to the various University Statutes in Kerala to change the pattern of rotation while implementing the communal reservation in the services under the University, from department wise to category wise, by treating all departments as one unit.

2. The contention of the writ petitioners, placing reliance on precedents of the Supreme Court, was that the clubbing of posts of Assistant Professors, Associate Professors and Professors of all departments to create separate cadres in relation to each of the above categories of posts, and applying the rules of communal rotation to the said cadres would effectively tantamount to providing 100%

reservation in single post cadres, which is legally and constitutionally impermissible. The said contention found favour with the learned single judge who allowed the writ petitions by initially setting aside the recruitment notification dated 27.11.2017 issued by the Kerala University that indicated that communal reservation was being applied by treating all the posts in the categories of Professors/Associate Professors/Assistant Professors in the various teaching departments of the University as one category for the purposes of reservation. Thereafter, through a 'corrigendum', the learned judge set aside the notification dated 20.07.2014 of the State Government publishing the University Laws (Second Amendment) Act, as well as the University Order dated 25.10.2017 of the Kerala University implementing the amended provisions in the University.

3. The judgment of the learned single judge gave rise not only to the appeals preferred by the State and the University that were parties in the writ petitions before the learned judge, but also to a host of other appeals, that were filed after obtaining the leave of this court, by persons who had already secured appointments based on the recruitment notifications and who would, therefore, be prejudicially affected by the judgment of the learned judge. The said persons were not parties in the writ petitions that were disposed by the common

judgment that is impugned in these appeals. It is pointed out by the learned counsel for the appellants before us that, while the impugned judgment of the learned single judge did not actually declare the amended provisions of the University statutes as illegal or unconstitutional, but merely set aside the gazette notification publishing the amendments effected in the various statutes, as also the recruitment notification, pursuant to which recruitments had already been effected during the pendency of the writ petitions, the appeals were preferred in anticipation of any consequential orders that might be passed by the Kerala University cancelling their appointments, based on the judgment of the learned single judge.

4. We have heard the learned Advocate General Sri. Gopalakrishna Kurup, assisted by the learned senior Government Pleader Sri.V.Manu and the learned Government Pleader Sri. T.B.Hood, for the State Government, Sri. Thomas Abraham, the learned counsel appearing for the Kerala University, the learned Senior Counsel Sri. P.Ravindran, assisted by Smt.Lakshmi Ramadas, the learned counsel, the learned Senior Counsel Smt. Sumathi Dandapani, assisted by Sri.Millu Dandapani, the learned counsel Sri. Elvin Peter, Sri. Raghuraj, Sri. Mohan Jacob, Sri. Aravindaksha Pillai, and Sri. C.Unnikrishnan, the learned counsel for the other appellants, the

learned Senior Counsel Sri. George Poonthottam, assisted by Sri. Navneeth, the learned counsel and also Sri. Ajaykumar, the learned counsel for the respondent writ petitioners.

5. Before proceeding to consider the submissions made before us by the learned counsel appearing in these matters, we deem it apposite to set out the factual backdrop in which the writ petitions were filed before the learned single judge.

Factual Background:

6. Prior to 2014, the statutory provisions in the various university statutes in the State provided, *inter alia*, that:

‘In making appointments to the teaching and non-teaching posts, the university shall mutatis mutandis observe the provisions of clauses (a), (b) and (c) of Rule 14 and the provisions of Rules 15, 16, 17 and 17A of the Kerala State and Subordinate Service Rules, 1958, [hereinafter referred to as the 'KS&SSR'] as amended from time to time’.

7. The relevant portion of Rule 14 of the KS&SSR, 1958 reads as follows:

“14. Reservation of appointments. - Where the Special Rules lay

down that the principle of reservation of appointments shall apply to any service, class or category, or where in the case of any service, class or category for which no Special Rules have been issued, the Government have by notification in the Gazette declared that the principle of reservation of appointments shall apply to such service, class or category, appointments by direct recruitment to such service, class or category shall be made on the following basis:

(a) The unit of appointment for the purpose of this rule shall be 20, of which 2 shall be reserved for Scheduled Castes and Scheduled Tribes and 8 shall be reserved for the Other Backward Classes and the remaining 10 shall be filled on the basis of merit:

Provided that out of every five posts reserved for Scheduled Castes and Scheduled Tribes, one shall go to a Scheduled Tribe candidate and the remaining four shall go to Scheduled Caste candidates and in the absence of a candidate to fill up the post reserved for Scheduled Tribe candidates, it shall go to a Scheduled Caste candidate and *vice versa*.

(b) The claims of members of Scheduled Castes and Scheduled Tribes and Other Backward Classes shall also be considered for the appointments which shall be filled on the basis of merit and where a candidate belonging to a Scheduled Caste, Scheduled Tribe or Other Backward Class is selected on the basis of merit, the number of posts reserved for Scheduled Castes, Scheduled Tribes or for Other Backward Classes as the case may be, shall not in any way be affected.

(c) Appointments under this rule shall be made in the order of rotation specified below in every cycle of 20 vacancies.

1. Open Competition
2. Other Backward Classes
3. Open Competition
4. Scheduled Castes and Scheduled Tribes
5. Open Competition
6. Other Backward Classes
7. Open Competition
8. Other Backward Classes
9. Open Competition
10. Other Backward Classes
11. Open Competition
12. Scheduled Castes and Scheduled Tribes

13. Open Competition
14. Other Backward Classes
15. Open Competition
16. Other Backward Classes
17. Open Competition
18. Other Backward Classes
19. Open Competition
20. Other Backward Classes

Provided that the fourth turn in the third rotation and the twelfth turn in the fifth rotation shall go to Scheduled Tribe candidates and the fourth and twelfth turns in the first, second and fourth rotations, the twelfth turn in the third rotation and the fourth turn in the fifth rotation shall go to Scheduled Caste candidates and in the absence of a candidate for appointment against the turn allotted for Scheduled Tribe candidates, it shall go to a Scheduled Caste candidate and *vice versa*:

Rule 15 lays down the procedure to be followed in cases where suitable candidates are not available in the particular community or group. It also provides that in no year of reservation including carrying forward vacancies to a category of post shall exceed 50% of the total number of vacancies for which selection by direct recruitment to that category is resorted to in that year. Rule 16 provides that, there shall be sub rotation among major groups of other backward classes. In Rule 17, the grouping of other Backward Classes for the above purpose is indicated. Provisions are also made therein to distribute the 40% reservation allowed to other Backward Classes among the different groups of other Backward Classes in the case of direct recruitment to the post included in the Kerala Last

Grade Service and to the posts other than those included in the Kerala Last Grade Service. Rule 17A deals with the Special Recruitment from among the Scheduled Castes and Scheduled Tribes and enables the State Government to reserve a specified number of posts in any service, class, category or grade to be filled by direct recruitment exclusively from among the members of Scheduled Castes and Scheduled Tribes.

8. Based on the statutory provisions as they stood prior to 2014, the Universities in the State had been categorizing the teaching and non-teaching posts department wise while applying the reservation principles enumerated in the KS&SSR. The recruitment notifications issued in connection with direct recruitment to the various posts also indicated those posts in the various departments that were reserved for SC/ST/OBC. It was later noticed that a department wise categorization of the teaching posts resulted in a large number of single post cadres, in the direct recruitment to which, the principles of reservation could not be applied on account of the constitutional prohibition against 100% reservation. The State government therefore decided to amend the various University Statutes so as to bring about uniformity in the matter of application of reservation principles to the teaching and non-teaching posts under

the Universities, by resorting to a categorization of teaching posts that would ensure plurality of posts in each category. The legislative process of amendment that ensued resulted in the enactment of the Universities Amendment Act that amended certain provisions in the various university statutes in Kerala, including the Kerala University Act. The amended provisions of Section 6 (2) of the Kerala University Act (which were called in question in the writ petitions), reads as follows:

“6. University open to all classes and creeds:-

- (1) xxxxxxxxxxxxxxxx
- (2) In making appointments to the teaching and non-teaching posts, the University shall, *mutatis mutandis*, observe the provisions of clauses (a), (b) and (c) of rule 14 and the provisions of rules 15, 16, 17 and 17A of the Kerala State and Subordinate Services Rules, 1958, as amended from time to time and communal rotation shall be followed category wise treating all the departments as one unit.”

9. While the amendment took effect from 20.07.2014 consequent to the amendments being published in the Gazette, the University Order implementing the amended procedure in the Kerala University was issued only on 25.10.2017. Thereafter, vide Notification dated 27.11.2017, the Kerala University invited applications for filling up the posts of Professors, Associate Professors and Assistant Professors in various departments of the University, by

grouping all the posts of Professors, Associate Professors and Assistant Professors, in the various departments of the University, as separate cadres/categories for the purpose of applying the reservation principles, and identifying the reserved posts in each cadre/category. It was at this stage, and while the recruitment process was underway that the writ petitions were filed impugning the University order and notifications referred above, and praying for a declaration from this court that the amended provisions of Section 6 (2) of the Kerala University Act were unconstitutional. As already noticed, the writ petitions were allowed by the common judgment that is now impugned before us.

Arguments of counsel:

10. The arguments of the learned Advocate General, Senior Counsel and other counsel appearing for the appellants can be summarised as under:

- The State Government having decided to extend communal reservation to persons belonging to the SC/ST/OBC categories while effecting recruitment to posts in the services of the State, had also made the reservation principles enumerated under the KS&SSR applicable to appointments to teaching and non-teaching posts in the services under the various universities in the State.

In as much as the earlier method of categorizing posts department/subject wise for the purposes of applying the reservation principles had resulted in a large number of posts being categorized as single posts in a cadre, and thereby excluded from communal reservation, it was decided to restructure the cadres in such a way that there was a plurality of posts in each cadre and the principles of reservation could thereafter be applied while effecting recruitment to those posts.

- Cadre structuring and re-structuring is within the sole preserve of an employer and so long as the structuring/re-structuring of posts in a cadre is based on criteria that bear rational nexus to the object sought to be achieved through such an exercise, the structuring/restructuring of posts cannot be interfered with by this court in exercise of its powers of judicial review under Article 226 of our Constitution. This is more so when the structuring/restructuring exercise has a statutory backing. Reliance is placed on the decisions reported in ***Union of India v. Pushpa Rani and Others - [(2008) 9 SCC 242]***, ***Nair Service Society v. Dr. T. Beermasthan and Others - [(2009) 5 SCC 545]*** and ***S.Sivaguru v. State of Tamil Nadu and Others - [(2013) 7 SCC 335]***.

- While it is now well settled that there cannot be any reservation while making appointments to a single post that by itself forms a cadre, the grouping of all Assistant Professors, Associate Professors and Professors of the University respectively, in separate cadres, for the purposes of applying the reservation principles does not amount to a grouping of unrelated

posts in a cadre with the sole purpose of overcoming the prohibition against reservation to single posts. At their respective levels, each of the posts of Assistant Professors, Associate Professors and Professors, irrespective of the subject taught, carry the same duties, responsibilities and scale of pay and, after the adoption of the UGC Regulations, the eligibility requirements for recruitment to the posts are also the same in the respective levels. There can, therefore, be no objection to creating separate cadres of Assistant Professors, Associate Professors and Professors, where all the posts, irrespective of the discipline taught, can be included in the respective cadres. Thus, Assistant Professors of all the departments in the University would constitute one cadre and likewise there could be separate cadres for Associate Professors and Professors.

- It is pointed out with reference to the decisions in ***University of Cochin v. Dr. N. Raman Nair & Ors. - [(1975) 3 SCC 628]*** and ***Jose v. Cochin University - [1993 KHC 342]*** that the principle of categorization of posts of Assistant Professors and Associate Professors in separate cadres, irrespective of the subject taught by them, had been recognised as valid in principle, and in view of the statutory backing now provided to the said arrangement through the amendment impugned in the writ petitions, the observations of the supreme court in ***Raman Nair (supra)*** and that of the learned single judge in ***Jose (supra)*** have to be seen as covering the issue as regards validity of the amended provisions of the statute. This is more so because even as per the statutory provisions under the KS&SSR, the State/University is given a choice of applying the

reservation principles to any service, class or category.

- The amendments brought about in the University Acts, apart from furthering the object of providing reservation in posts under the Universities, also takes into account the increasing emphasis given to multi-disciplinary approaches to education and hence the categorization of all posts of Assistant Professors, Associate Professors and Professors in separate cadres, irrespective of the subject/department concerned, cannot be seen as having effected a grouping of dissimilar posts in a cadre. The interchangeability of posts for the purposes of justifying inclusion in a common cadre has to be viewed in the said context as also in the backdrop of the enabling provisions of the University Acts and the KS&SSR that permit such categorization.

- It is pointed out that through the Central Educational Institutions (Reservation in Teachers' Cadre) Act, 2019 the Central Government has recognised the principle of treating the University/College/Institution as a single unit for the purposes of reservation of posts in direct recruitment in the Teachers' cadre and the UGC has since issued instructions to all Central and State Universities and Deemed Universities coming under its purview to adopt the said practice in the respective educational institutions under their administrative jurisdiction. In the light of the said statutory prescription, the amendments introduced in the State University Acts cannot be seen as arbitrary, unreasonable or unconstitutional.

11. *Per contra*, the submissions of the learned Senior Counsel Sri. George Poonthottam and the learned counsel Sri. Ajaykumar, appearing on behalf of the respondents are as follows:

- It is well settled through the judgments in ***Dr. Chakradhar Paswan v. State of Bihar and Others - [(1988) 2 SCC 214]***, ***Post Graduate Institute of Medical Education & Research, Chandigarh v. Faculty Association & Others - [(1998) 4 SCC 1]***, ***State of U.P. and Others v. M.C. Chattopadhyaya and Others - [(2004) 12 SCC 333]***, ***Dr. V.P. Mahadevan Pillai v. University of Kerala - [2005 (3) KLJ 84]***, ***State of Karnataka & Others v. K.Govindappa and Another - [(2009) 1 SCC 1]***, ***State of U.P. and Others v. Bharat Singh and Others - [(2011) 4 SCC 120]***, ***Vivekanand Tiwari and Others v. Union of India and Others - [2017 (6) ALJ 722]***, ***M.S.Balamurugan v. State of Tamil Nadu - [(2020) SCC Online Mad. 6197]***, that there cannot be any reservation to a single post in any cadre. The position remains the same even if there is a structuring/re-structuring of cadres effected by the University if, on a careful scrutiny, it is found that the posts included in the re-structured cadre are not interchangeable.
- The purported object of providing greater reservation to backward classes of persons while effecting direct recruitment to teaching and non-teaching posts in the services under the Universities concerned, cannot justify the inclusion of dissimilar posts in a cadre while implementing the reservation principles enumerated under the KS&SSR. While examining whether teaching posts included in a cadre are similar and

interchangeable, the subject/discipline concerned is a relevant feature that must inform the inclusion of a post in a cadre. In the instant cases, a teacher in subject A cannot be seen as interchangeable with a teacher in subject B and hence the said teaching posts in different departments cannot be clubbed together in one cadre for the purposes of applying the reservation principles under the KS&SSR. The amendments effected to the University Statutes are therefore arbitrary and unconstitutional.

- The decisions in ***Dr. Suresh Chandra Verma & Others v. The Chancellor Nagpur University & Others - [(1990) 4 SCC 55]***, ***State of U.P. and Others v. M.C. Chattopadhyaya and Others - [(2004) 12 SCC 333]***, ***State of Karnataka & Others v. K.Govindappa and Another - [(2009) 1 SCC 1]***, ***Vivekanand Tiwari and Others v. Union of India and Others - [2017 (6) ALJ 722]***, ***R.R. Inamdar v. State of Karnataka and Others - [2019 (17) SCALE 424]*** are authorities for the proposition that the posts of Assistant Professors, Associate Professors and Professors of various departments cannot be clubbed together for the purposes of creating a common cadre in the respective categories, since they do not satisfy the test of interchangeability.

Discussion and Findings:

12. We have considered the pleadings in the appeals before us and also the submissions made by the learned counsel on either side. We have also considered the averments in the argument notes submitted by counsel. The central issue that we are called upon to examine in these appeals is whether,

for the purposes of applying the rules of communal reservation, the grouping of teaching posts carrying similar pay scales, duties and responsibilities, albeit in different subjects, can be seen as arbitrary and therefore illegal and unconstitutional ? While the learned counsel have taken us through a plethora of judgments dealing with similar issues that arose in various other states, we have to examine the statutory provisions in the context of which those decisions were rendered so as to decide their applicability to the appeals before us. With this preliminary caveat in mind, we may now proceed to consider the precedents on the issue.

13. Taking cue from the pronouncement of a seven-judge bench of the Supreme Court in ***State of Kerala v. N.M.Thomas - [(1976) 2 SCC 310]***, that Article 16(4) is not an exception, but a facet of Article 16 (1) of our constitution, and that Article 16 (1) envisaged not formal or legal equality but proportional equality or progressive elimination of pronounced inequality, it was declared in ***Indra Sawhney v. UOI - [(1992) Supp. 3 SCC 217]*** that reservation cannot ordinarily exceed 50%, but in rural and remote areas some relaxation could be made if the situation so warranted. The court, however, clarified that having regard to Article 335, it may not be advisable to provide for reservation in certain services and positions

where either on account of the nature of duties attached to them or the level in the hierarchy at which they obtain, merit alone counts. By way of illustration, the court mentioned that provision for reservation would be inadvisable in technical posts in research and development organisations/departments/institutions, in specialities and super specialities in medicine, engineering and such other courses in physical sciences and mathematics, in defence services and in the establishments connected therewith. The same was held to be the case with posts at the higher echelons eg. Professors (in Education), Pilots in Indian Airlines and Air India, Scientists and Technicians in nuclear and space applications. (*Id, at 752*) (*emphasis supplied*).

14. In ***Dr. Chakradar Paswan v. State of Bihar - [(1988) 2 SCC 214]***, the Supreme Court, for the first time, considered the question as to whether reservation can be extended even to a single post in a cadre. The issue arose in the context of structuring of cadres in the Directorate of Indigenous Medicines. The argument of the State was that the posts of Director and Deputy Director could validly constitute a cadre. While holding that permitting reservation for recruitment to single posts would render meaningless the guarantee to equality under Articles 16 (1) and (2) of the Constitution, the court found that the posts of Director and Dy. Director could not be clubbed

together to form a cadre because the posts were not interchangeable and the incumbents did not perform the same duties, carry the same responsibilities or draw the same pay. The statutory provisions that provided for reservations to be applied to each grade or post separately was also taken note of by the court. Further the Government of India had also prohibited a grouping of isolated posts in that case.

15. In ***Dr. Suresh Chandra Verma & Others v. The Chancellor, Nagpur University & Others - [(1990) 4 SCC 55]***, an employment notice was challenged as bad in law since it had mentioned only the total number of reserved posts without indicating the particular posts so reserved subject-wise. Referring to the use of the word “post” in the context of the statute, where it was seen as having a relation to the faculty, discipline or the subject for which it is created, and taking note of the fact that the impugned notice did not give any indication as regards the posts that were reserved for particular categories of persons, the court held that the inherent ambiguity in the matter of identification of reserved posts required it to hold the impugned notice as invalid and direct the University to apply the reservation norms post-wise or subject-wise.

16. In ***Post-Graduate Institute of Medical Education & Research, Chandigarh v. Faculty Association and Others - [(1998) 4 SCC 1]***, a five-judge bench of the Supreme Court was considering a Review Petition against a three-judge bench decision in ***Post Graduate Institute of Medical Education & Research v. K.L. Narasimhan - [(1997) 6 SCC 283]***, pursuant to a reference of the issue to the larger bench by a reference order reported at ***State of Punjab and Another v. M.L.Sehgal and Others - [(1997) 6 SCC 777]***. The question before the constitution bench was whether in a single cadre post, reservation for SC's, ST's and OBC's could be applied either directly or through the roster in which vacancies are rotated amongst general category and reserved category candidates? The question was answered in the negative by clarifying that total exclusion of general members of the public and cent per cent reservation for the backward classes is not permissible under the constitutional framework. That until there was plurality of posts in a cadre, the question of reservation would not arise because any attempt at reservation, by whatever means, and even through the device of rotation of roster in a single post cadre, was bound to create 100% reservation of such post whenever such reservation was to be implemented. The view taken in ***Dr. Chakradar Paswan (Supra)*** was approved by the constitution bench.

17. In ***S.I.Rooplal and Another v. Lt.Governor, Delhi & Ors - [(2000) 1 SCC 644]***, the court while dealing with the issue of 'equivalence of posts' held that equivalence of two posts is not judged by the sole factor of equal pay and went on to identify four factors in that regard viz. (i) the nature and duties of the post, (ii) the responsibilities and powers exercised by the officer holding the post; the extent of territorial or other charge held or responsibilities discharged, (iii) the minimum qualifications if any prescribed for recruitment to the post; and (iv) the salary of the post. It is significant that inter-changeability of the posts was not seen as a criterion for equivalence.

18. In ***State of Karnataka & Ors. v. K. Govindappa & Anr. - [(2009) 1 SCC 1]***, the issue that came up for consideration before the court was whether all posts of lecturers could be taken together to constitute a cadre for the purposes of reservation, or the solitary post of lecturer in History, had to be seen as constituting a separate cadre in view of its non-interchangeability. It was held, following ***Dr. Chakradar Paswan (Supra)*** and ***Post-Graduate Institute of Medical Education & Research (Supra)*** that the post of lecturer in History had to be seen as constituting a separate cadre because the

post was not interchangeable with the post of lecturer in any other subject. This judgment was followed by a division bench of the Allahabad High Court in **Vivekanand Tiwari & Ors. v. UOI & Ors. - [2017 (6) ALJ 722]**, the Special Leave Petition against which judgment was dismissed by the Supreme Court by an order dated 22.01.2019 in SLP (C) Diary No.14318/2018. In the Allahabad case too, the court was swayed by the argument that an Asst. Professor in subject A cannot be an applicant for direct appointment as Associate Professor or Professor in subject B or C and further, that the seniority for becoming Head of Department would be of teachers in the same subject. Their non-interchangeability and absence of inter-se competition for higher posts were deemed sufficient to hold that their posts could not be clubbed for the purposes of reservation.

19. The decision in **Govindappa (Supra)** has since been followed by the supreme court in **R.R. Inamdar v. State of Karnataka and Others - [2019 (17) SCALE 424]**, and quite recently, a single judge of the Madurai Bench of the Madras High Court has taken a similar view in **M.S. Balamurugan v. State of Tamil Nadu & Ors - [(2020) SCC Online Mad. 6197]**.

20. The principles that can be gleaned from the precedents

considered above are that (i) there cannot be 100% reservation to a post in a service, (ii) reservation principles can be applied to a cadre of posts only if there is a plurality of posts in such cadre, and (iii) posts included in a cadre must share a commonality of features and must be inter-changeable vis-à-vis the said features.

21. The question posed in these appeals is whether the teaching posts grouped together to form separate cadres of Assistant Professors, Associate Professors and Professors can be seen as interchangeable ? In our view, there are various features that can be attributed to teaching posts under a University such as the pay scale attached to the post, the teaching/administrative duties and responsibilities that go with the post, the eligibility requirements for the post, etc. Teaching posts carrying similar pay scales, duties and responsibilities and eligibility requirements can be seen as interchangeable vis-à-vis those features and yet, may become non-interchangeable when a different feature, such as the subject taught, is also introduced. The concept of interchangeability of posts is therefore one that has to be examined in the backdrop of the object sought to be achieved through the grouping of posts, and vis-à-vis those features in the posts that are seen as furthering that objective. Our enquiry in these cases must therefore be to see whether the

feature of subject taught, or the department in which it is created, is one that bears nexus to the object of furthering reservation in the posts concerned.

22. As already noticed, the impugned amendments were felt necessary when the state government found that a department wise categorization of the teaching posts resulted in the creation of a large number of single post cadres, in the direct recruitment to which, the principles of reservation could not be applied on account of the constitutional prohibition against 100% reservation. The State government therefore decided to amend the various university statutes so as to bring about uniformity in the matter of application of reservation principles to the teaching and non-teaching posts under the universities, by resorting to a categorization of teaching posts that would ensure plurality of posts in each category. In our view, when plurality is the main objective to be achieved for effectively implementing the reservation principles, the identification of common features in posts for inclusion in a group must be limited to the bare minimum required for ensuring a greater plurality of posts within that group. The common features identified must bring out the essence of the duties and responsibilities attached to the post, and a grouping of the posts on that basis must also be authorised by the statutory

provisions in vogue. Viewed thus, introducing such features as would result in a reduction of the number of posts in an identified group would be counter-productive to the object of achieving plurality. Further, when viewed in the backdrop of the main objective of ensuring a plurality of posts in a cadre, interchangeability of posts can only be a secondary feature that has to be considered, vis-à-vis the features that have contributed to the inclusion of the posts in the cadre, and when so considered, it merely serves to ensure that there is no grouping of dissimilar posts.

23. On going through the precedents cited before us, and adverted to above, we notice that the statutory provisions, against the backdrop of which it was found that there was no interchangeability between similar teaching posts in different subjects/disciplines that were sought to be included in a cadre, clearly envisaged the application of reservation principles to posts taken subject-wise/department-wise. In other words, the applicable statutory provisions in those cases authorised a subject-wise/department-wise inclusion of posts in a cadre and an application of reservation principles to those posts. It followed, therefore, that the aspect of inter-changeability of posts in a cadre also came to be examined on the said criterion. We may, in this context, refer to the facts in **State**

of UP v. M.C Chattopadhyaya - [(2004) 12 SCC 333], where a three-judge bench of the supreme court considered the issue of reservations to the post of Professors under the U.P.State Universities Act, 1973. It was held therein that though there can be reservation in respect of the post of Professor and the provisions of the reservation Act would apply, the same could not be applied taking all the professors as a cadre but had to be applied subject wise. The statutory framework that was considered in the said case is laid out in paragraphs 3 and 4 of the judgment and reads as follows:

“3. Under the Uttar Pradesh State Universities Act, 1973, Section 2(19) defines the expression “teacher” to mean
“a teacher employed by the university for imparting instruction and guiding or conducting research either in the University or in an institute or in constituent college maintained by the university”.

4. A look at the provisions of Sections 31(10), 31(3), 31(9) and 31-AA would indicate that the Act provides for recruitment to the post of Professor directly and there is a provision for promotion only in personal cases depending upon the preconditions prescribed under Section 31-AA. The statute of the University prescribes the procedure for direct recruitment as well as for personal promotion to the posts of Reader and Professor (see 10.02, 11.04, 11.12-B). It thus appears that the statute conceives of posts of Professor belonging to a single cadre. Under the provisions of the Reservation Act promulgated in the State of U.P. called the Uttar Pradesh Public Services (Reservation for Scheduled Castes, Scheduled Tribes and Other Backward Classes) Act, 1994, “public services and posts” have been defined in Section 2(c) and sub-clause (iv) thereof would bring within its sweep a university established by or under an Uttar Pradesh Act. Section 3 of the Reservation Act Provides for reservation in all public services and posts. It also says that the percentage of vacancies to which recruitments are to be made in accordance with roster referred to in sub-section (5) of Section 3 shall be reserved in favour of the persons belonging to Scheduled Casts, Scheduled Tribes and Other Backward Classes of Citizens. Sub Section 5 of Section 3 stipulates that the State Government

shall, for applying the reservation under sub-section (1), by a notified order, issue a roster which shall be continuously applied till it is exhausted. It would thus be apparent that the principle of reservation could be applied to a post of Professor in accordance with a roster that has been issued by the State Government. (emphasis supplied)

The statutory provisions in that case envisaged an application of the reservation principles to a post, as distinct from a cadre or category of posts.

24. As against the above, and against the backdrop of the provisions of Rule 14 of the KS&SSR that make the principles of reservation applicable to any “service, class or category”, a scheme of cadre structuring/re-structuring that included posts across all subjects/disciplines in separate cadres at different levels was followed in the Cochin University (later renamed as the Cochin University of Science & Technology) in the past, which was the subject matter of litigation before this court as well as the Supreme Court.

25. In ***University of Cochin v. Dr. N. Raman Nair & Ors. - [(1975) 3 SCC 628]***, the court had to consider the validity of a resolution of the syndicate of the Cochin University, that resolved to apply the rules of reservation to teaching staff as a class, except to the post of Professor which was to be filled up exclusively on considerations of merit. The resolution was taken in the backdrop of

the statutory provision (Section 6(2) of the Cochin University Act, 1971) that stipulated that 'in making appointments to posts in any service, class or category under the University, the University shall mutatis mutandis, observe the provisions of clauses (a), (b) and (c) of Rule 14 and the provisions of Rules 15, 16 and 17 of the Kerala State and Subordinate Service Rules (KS&SSR) as amended from time to time' (*emphasis supplied*).

26. The court found that while the provisions of the University Act lodged in the University a power to determine what should constitute a class or category of service under the University, the Syndicate could not alter the provisions of the Act, which made it incumbent on the university to apply the rotation rule, as contemplated in the rules, to 'posts in any service, class or category under the university' and that the High Court was right in holding that if Section 6 (2) were to operate on its terms, selection to the post of Reader, for the first time made by the university should, in the first turn, go to the candidate adjudged best on open competition, and only on the next turn or turns to candidates on the principle of communal rotation. The court reasoned that the statutory provision was intended to ensure that whatever may be the kind of post to be held by a person in a service 'under the university', principles laid down in

Rules 14, 15, 16 and 17 of the KS&SSR must apply in making appointments to it. It is significant to note that this decision was rendered in the backdrop of the statutory provision that held the field and the resolution of the syndicate of the university was struck down since it ran counter to the statutory provision. The court also observed that a classification, which puts the whole teaching staff in one class for the purposes of applying the rule, was "seemingly unassailable unless it had the effect of destroying the distinction between the classes and categories of service" (*emphasis supplied*).

27. The Cochin University Act, 1971 was thereafter repealed and replaced by the Cochin University of Science & Technology Act, 1986, Section 7 (2) of which Act provided that 'in making appointments for all posts as determined by the syndicate in any service, class or category under the university, the university shall mutatis mutandis observe the provisions of clauses (a), (b) and (c) of Rule 14 and the provisions of Rules 15, 16 and 17 of the Kerala State and Subordinate Service Rules (KS&SSR) as amended from time to time'. Section 31 of the Act provided for the constitution of the selection committee and the manner in which selection had to be made to the different posts of both teaching and non-teaching staff under the university. Sub-section (11) of Section 31 provided that

'communal rotation shall be followed category wise treating all the departments as one unit' (*emphasis supplied*).

28. The validity of a recruitment notification issued by the Cochin University of Science & Technology, that contemplated the application of communal reservation principles to the posts of Readers and Lecturers by classifying Readers of all departments in one group & Lecturers of all departments into another group and treating them as separate units, came up for consideration before this court in ***Jose v. Cochin University - [1993 KHC 342]***. After taking note of the judgments of the Supreme Court in ***Dr. Raman Nair (Supra)***, and distinguishing the judgments in ***Dr. Chakradar Paswan (Supra)*** and ***Dr. Suresh Chandra Varma (Supra)***, the court found that the classification of the posts, in accordance with the mandate under sub-section (11) of Section 31 of the 1986 Act was in accordance with the dictum laid down by the Supreme Court in ***Dr. Raman Nair (Supra)*** and while enacting the 1986 statute the legislature had had the benefit of the view expressed by the court in the said judgment. The court also accepted the contention of the University that the posts of lecturers, or readers or professors of all departments were treated as one class of lecturer, reader or professor in order to effectively implement the mandate under Article 46 of the constitution and of the

provisions in Section 7 (2) of the 1986 Act. The court then found that to bring about equality among all sections of the public, it was necessary to classify the posts in the above manner and implement the rules of reservation in favour of members of the scheduled caste and scheduled tribe and backward classes, and further, that if the posts were not classified as directed in sub-section (11) of Section 31, it would not be possible to apply the rules of reservation as provided under Rules 14 to 17A of the KS&SSR.

29. The aforesaid judgment in **Jose (Supra)** has not been carried in appeal and has therefore attained finality. That apart, we find that the amendments now effected to the various University Acts virtually does nothing more than to provide a statutory backing to the scheme of grouping of posts that was approved in the context of the Cochin University of Science & Technology Act, 1986 read with the KS&SSR. The amendments effected in 2014 only enabled the Universities to apply the principles of communal reservation under the KS&SSR, by grouping all the posts of Professors, Associate Professors and Assistant Professors, in the various departments of the University, as separate cadres/categories for the said purpose. We fail to see how the said amended provisions can be viewed as unconstitutional.

30. We also find that in the light of the clear statutory provisions obtaining under the amended Kerala University Act read with Rules 14 to 17A of the KS&SSR where the principles of reservation are to be applied to any “service, class or category” and not to ‘posts’, the decisions of the Supreme Court in **Dr. Chakradar Paswan (Supra)**, **Govindappa (Supra)**, **R.R. Inamdar (Supra)** and the decisions of the Allahabad and Madras High Courts in **Vivekanand Tiwari (Supra)** and **Balamurugan (Supra)** have to be seen as rendered in the context of the statutory provisions that obtained in those cases. We do not see those decisions as laying down a general rule, divorced of statutory context, that teaching posts in different subjects or disciplines cannot be included in a single cadre for the purposes of applying the principles of communal reservation. It would be apposite in this context to refer to the observations of the Supreme Court in **Bharat Petroleum Corporation Ltd. v. N.R. Vairamani - [(2004) 8 SCC 579]** where the court held that a decision cannot be relied on without disclosing the factual situation. It was observed:

“9. Courts should not place reliance on decisions without discussing as to how the factual situation fits in with the fact situation of the decision on which reliance is placed. Observations of courts are neither to be read as Euclid's theorems nor as provisions of a statute and that too taken out of their context. These observations must be read in the context in which they appear to have been stated. Judgments of

courts are not to be construed as statutes. To interpret words, phrases and provisions of a statute, it may become necessary for judges to embark into lengthy discussions but the discussion is meant to explain and not to define. Judges interpret statutes, they do not interpret judgments. They interpret words of statutes; their words are not to be interpreted as statutes.”

31. We also take note of the fact that after the introduction of the UGC Regulations governing various aspects of eligibility for recruitment and promotion to teaching posts, which regulations have been adopted in the State of Kerala, there is a commonality in the matter of recruitment and promotion to the different teaching posts such as Associate Professors, Assistant Professors and Professors irrespective of the discipline in which the posts are instituted. We also find that the Central Government has recognised the principle of treating the University/College/Institution as a single unit for the purposes of reservation of posts in direct recruitment in the teachers cadre and that the said principle finds statutory expression in the Central Educational Institutions (Reservation In Teachers' Cadre) Act, 2019. The UGC has also issued instructions to all Central and State Universities and Deemed Universities coming under its purview to adopt the said practice in the respective educational institutions falling under their jurisdiction. The aforesaid facts fortify the contentions of the appellant State and University that the amendments brought about in the University Statute cannot be seen

as unreasonable or arbitrary.

The upshot of the above discussion is that we do not find the impugned amendments to the Kerala University Act to be vitiated on any ground that would render them unconstitutional. Consequently, the action taken by the University based on the said amendments including those taken pursuant to the University Order dated 25.10.2017 and the Notification dated 27.11.2017 are upheld. We therefore allow these appeals by setting aside the impugned judgment of the learned single judge and dismissing the Writ Petitions. No costs.

**Sd/-
A.K.JAYASANKARAN NAMBIAR
JUDGE**

**Sd/-
MOHAMMED NIAS C.P.
JUDGE**

prp

APPENDIX OF W.A.NO.812/2021PETITIONER ANNEXURE :

Annexure A1	TRUE COPY OF THE M.SC DEGREE CERTIFICATE IN BIOCHEMISTRY DATED 27/11/2009 ISSUED TO THE 1ST APPELLANT BY BHARATHIDASAN UNIVERSITY
Annexure A2	TRUE COPY OF THE PH.D DEGREE CERTIFICATE IN BIOCHEMISTRY ISSUED TO THE 1ST APPELLANT BY THE UNIVERSITY OF KERALA DATED 27.1.2016
Annexure A3	TRUE COPY OF THE APPOINTMENT ORDER NO.AD.H/30652/2017/1/BIOCHEM/2 DATED 13/3/2020 ISSUED TO THE 1ST APPELLANT BY THE 7TH RESPONDENT UNIVERSITY OF KERALA, APPOINTING HIM AS ASSISTANT PROFESSOR IN THE DEPARTMENT OF BIOCHEMISTRY
Annexure A4	TRUE COPY OF THE ORDER NO.10878/2020/UOK DATED 28/4/2020 ISSUED BY THE UNIVERSITY OF KERALA, ACCORDING SANCTION BY THE VICE CHANCELLOR TO THE APPOINTMENT OF THE 1ST APPELLANT AS ASSISTANT PROFESSOR IN THE DEPARTMENT OF BIOCHEMISTRY.
Annexure A5	TRUE COPY OF M.SC DEGREE CERTIFICATE ISSUED TO HE 2ND APPELLANT DATED 3/7/2004 BY THE UNIVERSITY OF KERALA IN THE SUBJECT BIOCHEMISTRY
Annexure A6	TRUE COPY OF THE PH.D DEGREE CERTIFICATE IN BIOCHEMISTRY ISSUED TO THE 2ND APPELLANT BY THE UNIVERSITY OF KERALA DATED 25/2/2011

- Annexure A7** TRUE COPY OF THE CERTIFICATE ISSUED BY THE 7TH RESPONDENT UNIVERSITY OF KERALA (REG.NO.3961 DATED 31/5/2019) STATING THAT THE PH.D DEGREE AWARDED TO THE 2ND APPELLANT IS IN REGULAR MODE AND THAT THE DEGREE HAS BEEN AWARDED ON FULFILLMENT OF THE CONDITIONS STIPULATED THEREIN.
- Annexure A8** TRUE COPY OF THE APPOINTMENT ORDER NO.AD.H/30652/2017/1/BIOCHEM/1 DATED 13/3/2020 ISSUED BY THE 7TH RESPONDENT TO THE 2ND APPELLANT APPOINTING HER AS ASSISTANT PROFESSOR (OPEN TURN) IN THE DEPARTMENT OF BIOCHEMISTRY
- Annexure A9** TRUE COPY OF THE JOINING ORDER NO.10879/2020/UOK DATED 28/4/2020 ISSUED BY THE 7TH RESPONDENT UNIVERSITY TO THE 2ND APPELLANT.
- Annexure A10 AND A10 (A)** TRUE COPIES OF M.SC DEGREE CERTIFICATE DATED 27/7/2007 AND PH.D CERTIFICATE DATED 19/7/2013 ISSUED BY IIT MADRAS TO THE 3RD APPELLANT
- Annexure A11** TRUE COPY OF THE APPOINTMENT ORDER NO.AD.H/30652/2017/1/MATHEMATICS/2 DATED 13/3/2020 ISSUED BY THE 7TH RESPONDENT UNIVERSITY TO THE 3RD APPELLANT, APPOINTING HIM AS ASSISTANT PROFESSOR IN THE DEPARTMENT OF MATHEMATICS
- Annexure A12** TRUE COPY OF THE RELIEVING ORDER NO.B1/360/2020/GCC CHAVARA DATED 18/3/2020 ISSUED BY THE BJM COLLEGE, CHAVARA TO THE 3RD APPELLANT
- Annexure A13** TRUE COPY OF THE JOINING REPORT NO.1103/2020/UOK DATED 23/4/2020 ISSUED BY THE UNIVERSITY OF KERALA IN FAVOUR OF THE 3RD APPELLANT
- Annexure A14** TRUE COPY OF THE APPOINTMENT ORDER

NO.AD.H/30652/2017/1/PSYCHOLOGY DATED
13/3/2020 ISSUED BY THE 7TH RESPONDENT
UNIVERSITY TO THE 4TH APPELLANT, APPOINTING
HIM AS ASSISTANT PROFESSOR IN THE
DEPARTMENT OF PSYCHOLOGY

Annexure A15 TRUE COPY OF THE ORDER NO.1098/2020/UOK
DATED 22/4/2020 ISSUED BY THE 7TH
RESPONDENT UNIVERSITY, CERTIFYING THE
JOINING OF THE 4TH APPELLANT ON 16/3/2020

Annexure A16 TRUE COPY OF THE PH.D CERTIFICATE DATED
9/3/2010 ISSUED BY THE COCHIN UNIVERSITY OF
SCIENCE AND TECHNOLOGY TO THE 5TH
RESPONDENT

Annexure A17 TRUE COPY OF THE CERTIFICATE
NO.EA1/3401/8/26/2008 DATED 8/12/2017
ISSUED BY THE COCHIN UNIVERSITY OF SCIENCE
AND TECHNOLOGY DECLARING THAT THE 5TH
APPELLANT HAS OBTAINED PH.D DEGREE FROM
REGULAR MODE AND THAT HER THESIS HAS BEEN
EVALUATED BY TWO EXTERNAL EXAMINERS AND
THAT THE 5TH APPELLANT HAS ACQUIRED PH.D
DEGREE BY UNDERGOING ALL PRESCRIBED
PROCEDURES AS PER REGULATIONS

Annexure A18 TRUE COPY OF THE APPOINTMENT ORDER
NO.AD.H/30652/2017/1/PHYSICS DATED
13/3/2020 ISSUED BY THE 7TH RESPONDENT
UNIVERSITY TO THE 5TH APPELLANT, APPOINTING
HER AS ASSISTANT PROFESSOR IN THE
DEPARTMENT OF PHYSICS

Annexure A19 TRUE COPY OF THE JOINING ORDER
NO.1143/2020/UOK DATED 28/4/2020 ISSUED BY
THE 7TH RESPONDENT UNIVERSITY, CERTIFYING
THAT THE 5TH APPELLANT JOINED IN SERVICE ON
16/3/2020

Annexure A20 TRUE COPY OF THE M.SC DEGREE CERTIFICATE
DATED 28.2.2011 ISSUED TO THE 6TH APPELLANT

BY THE 7TH RESPONDENT UNIVERSITY

- Annexure A21** TRUE COPY OF THE M.PHIL DEGREE CERTIFICATE DATED 10/8/2012 ISSUED BY THE UNIVERSITY OF KERALA TO THE 6TH APPELLANT
- Annexure A22** TRUE COPY OF THE PH.D DEGREE CERTIFICATE DATED 13/7/2018 ISSUED BY THE UNIVERSITY OF KERALA TO THE 6TH APPELLANT
- Annexure A23** TRUE COPY OF THE APPOINTMENT ORDER NO.AD.H/30652/2017/1/GEOLOGY DATED 13/3/2020 ISSUED BY THE 7TH RESPONDENT UNIVERSITY TO THE 6TH APPELLANT, APPOINTING HIM AS ASSISTANT PROFESSOR IN THE DEPARTMENT OF GEOLOGY
- Annexure A24** TRUE COPY OF THE ORDER NO.AD.DI.1/10812/GEO/2020 DATED 13/3/2020 ISSUED BY THE 7TH RESPONDENT UNIVERSITY TO THE 6TH APPELLANT, APPOINTING HIM AS ASSISTANT PROFESSOR IN THE DEPARTMENT OF GEOLOGY
- Annexure A25** TRUE COPY OF THE M.SC DEGREE CERTIFICATE DATED 18/3/2009 ISSUED BY MG UNIVERSITY TO THE 7TH APPELLANT.
- Annexure A26** TRUE COPY OF THE PH.D CERTIFICATE DATED 26/5/2014 ISSUED TO THE 7TH APPELLANT BY COCHIN UNIVERSITY OF SCIENCE AND TECHNOLOGY
- Annexure A27** TRUE COPY OF THE APPOINTMENT ORDER NO.AD.H/30652/2017/1/MATHEMATICS/3 DATED 13/3/2020 ISSUED BY THE 7TH RESPONDENT UNIVERSITY TO THE 7TH APPELLANT, APPOINTING HIM AS ASSISTANT PROFESSOR IN THE DEPARTMENT OF MATHEMATICS.
- Annexure A28** TRUE COPY OF THE ORDER NO.114/2020/UOK DATED 23/4/2020 ISSUED BY THE 7TH RESPONDENT UNIVERSITY REGARDING THE JOINING

OF THE 7H APPELLANT AS ASSISTANT PROFESSOR
IN THE DEPARTMENT OF MATHEMATICS

Annexure A29 TRUE COPY OF THE M.SC DEGREE CERTIFICATE
DATED 10/2/2005 ISSUED BY THE MG UNIVERSITY
TO THE 8TH APPELLANT.

Annexure A30 TRUE COPY OF THE PH.D CERTIFICATE ACQUIRED
BY THE 8TH APPELLANT IN THE YEAR 2014,
ISSUED BY ANNA UNIVERSITY.

Annexure A31 TRUE COPY OF THE APPOINTMENT ORDER
NO.AD.H/30652/2017/1/MATHEMATICS/1 DATED
13/3/2020 ISSUED BY THE 7TH RESPONDENT TO
THE 8TH APPELLANT, APPOINTING HIM AS
ASSISTANT PROFESSOR IN THE DEPARTMENT OF
MATHEMATICS.

Annexure A32 TRUE COPY OF THE JOINING ORDER
NO.1102/2020/UOK DATED 23/4/2020 ISSUED BY
THE 7TH RESPONDENT UNIVERSITY TO THE 8TH
APPELLANT

Annexure A33 TRUE COPY OF THE M.SC DEGREE CERTIFICATE OF
9TH APPELLANT ISSUED BY THE MAHATMA GANDHI
UNIVERSITY DATED 5/2/2005

Annexure A34 TRUE COPY OF THE M.PHIL DEGREE CERTIFICATE
DATED 20/8/2007 OF THE 9TH TH APPELLANT
ISSUED BY UNIVERSITY OF KERALA

Annexure A35 TRUE COPY OF THE PH.D DEGREE CERTIFICATE
DATED 20/8/2017 OF THE 9TH APPELLANT ISSUED
BY UNIVERSITY OF KERALA.

Annexure A36 TRUE COPY OF THE APPOINTMENT ORDER
NO.AD.H/30652/2017/1/STATISTICS/1 DATED
13/3/2020 ISSUED TO THE 9TH APPELLANT BY
THE 7TH RESPONDENT UNIVERSITY APPOINTING
HIM AS ASSISTANT PROFESSOR IN THE
DEPARTMENT OF STATISTICS.

Annexure A37

TRUE COPY OF THE ORDER
NO.AD.DI.1/11266/STAT./2020 DATED 24.4.2020
ISSUED BY THE 7TH RESPONDENT UNIVERSITY
CERTIFYING THAT THE 9TH APPELLANT JOINED
SERVICE ON 13.3.2020 AS ASSISTANT PROFESSOR
IN THE DEPARTMENT OF STATISTICS

Annexure A38

TRUE COPY OF THE JUDGMENT DATED 31/3/2021
IN WP. (C) NO.4592/2018 AND W.P.
(C).NO.1592/2018 OF THE LEARNED SINGLE
JUDGE OF THIS HON'BLE COURT.

APPENDIX OF W.A.NO.816/2021PETITIONER ANNEXURE :

Annexure A1	TRUE PHOTOCOPY OF THE ORDER NO. AD.H/30652/2017/1/ENGLISH DATED 29/12/2020 ISSUED TO THE 1ST APPELLANT.
Annexure A2	TRUE PHOTOCOPY OF THE ORDER NO. AD.H/30652/2017/1/ENGLISH DATED 29/12/2020 ISSUED TO THE 2ND APPELLANT.
Annexure A11	TRUE PHOTOCOPY OF THE ORDER NO. AD. D1.1.11103/TAMIL/2020 DATED 20/04/2020 WHEREBY SANCTION WAS ACCORDED TO THE APPOINTMENT OF THE 11TH APPELLANT.
Annexure A12	TRUE PHOTOCOPY OF THE ORDER NO. AD.H/30652/2017/1/ARABIC DATED 29/12/2020 ISSUED TO THE 12TH APPELLANT.
Annexure A13	TRUE PHOTOCOPY OF THE ORDER NO. AD.H/30652/2017/1/RUSSIAN DATED 12/01/2021 ISSUED TO THE 13TH APPELLANT.
Annexure A3	TRUE PHOTOCOPY OF THE ORDER NO. AD.H/30652/2017/1/HINDI DATED 13/03/2020 ISSUED TO THE 3RD APPELLANT.
Annexure A4	TRUE PHOTOCOPY OF THE ORDER NO. AD.H/30652/2017/1/SANKRIT/2 DATED 13/03/2020 ISSUED TO THE 4TH APPELLANT.
Annexure A5	TRUE PHOTOCOPY OF THE ORDER NO. AD.H/30652/2017/1/ORIMSS/1 DATED 13/03/2020 ISSUED TO THE 5TH APPELLANT.
Annexure A6	TRUE PHOTOCOPY OF THE ORDER NO. AD.H/30652/2017/1/ORIMSS/2 DATED 13/03/2020

ISSUED TO THE 6TH APPELLANT.

Annexure A7 TRUE PHOTOCOPY OF THE ORDER NO.
AD.H/30652/2017/1/MALAYALAM DATED
29/12/2020 ISSUED TO THE 7TH APPELLANT.

Annexure A8 TRUE PHOTOCOPY OF THE ORDER NO.
AD.H/30652/2017/1/ORIMSS/3 DATED 13/03/2020
ISSUED TO THE 8TH APPELLANT.

Annexure A9 TRUE PHOTOCOPY OF THE ORDER NO.
AD.H/30652/2017/1/SANSKRIT/1 DATED
13/03/2020 ISSUED TO THE 9TH APPELLANT.

Annexure A10 TRUE PHOTOCOPY OF THE ORDER NO.
AD.H/30652/2017/1/GERMAN DATED 13/03/2020
ISSUED TO THE 10TH APPELLANT.

Annexure A11 TRUE PHOTOCOPY OF THE ORDER NO.
AD.d1.1/11103/TAMIL/2020 DATED 22/04/2020
WHEREBY SANCTION WAS ACCORDED TO THE
APPOINTMENT OF THE 11TH APPELLANT.

Annexure A12 TRUE PHOTOCOPY OF THE ORDER NO.
AD.H/30652/2017/1/ARABIC DATED 29/12/2020
ISSUED TO THE 12TH APPELLANT.

Annexure A13 TRUE PHOTOCOPY OF THE ORDER NO.
AD.H/30652/2017/1/RUSSIAN DATED 12/01/2021
ISSUED TO THE 13TH APPELLANT.

APPENDIX OF W.A.NO.817/2021

PETITIONER ANNEXURE :

Annexure I

TRUE COPY OF THE CENTRAL GOVERNMENT
PROMULGATED THE CENTRAL EDUCATIONAL
INSTITUTIONS (RESERVATION IN TEACHERS'
CADRE) ACT, 2019 PUBLISHED IN THE GAZETTE
OF INDIA DATED 09/07/2019.

APPENDIX OF W.A.NO.818/2021PETITIONER ANNEXURE :

Annexure A1	TRUE PHOTOCOPY OF THE ORDER NO. AD.H/30652/2017/1/ENGLISH DATED 29/12/2020 ISSUED TO THE 1ST APPELLANT.
Annexure A2	TRUE PHOTOCOPY OF THE ORDER NO. AD.H/30652/2017/1/ENGLISH DATED 29/12/2020 ISSUED TO THE 2ND APPELLANT.
Annexure A3	TRUE PHOTOCOPY OF THE ORDER NO. AD.H/30652/2017/1/HINDI DATED 13/03/2020 ISSUED TO THE 3RD APPELLANT.
Annexure A4	TRUE PHOTOCOPY OF THE ORDER NO. AD.H/30652/2017/1/SANSKRIT/2 DATED 13/03/2020 ISSUED TO THE 4TH APPELLANT.
Annexure A5	TRUE PHOTOCOPY OF THE ORDER NO. AD.H/30652/2017/1/ORIMSS/1 DATED 13/03/2020 ISSUED TO THE 5TH APPELLANT.
Annexure A6	TRUE PHOTOCOPY OF THE ORDER NO. AD.H/30652/2017/1/ORIMSS/2 DATED 13/03/2020 ISSUED TO THE 6TH APPELLANT.
Annexure A7	TRUE PHOTOCOPY OF THE ORDER NO. AD.H/30652/2017/1/MALAYALAM DATED 29/12/2020 ISSUED TO THE 7TH APPELLANT.
Annexure A8	TRUE PHOTOCOPY OF THE ORDER NO. AD.H/30652/2017/1/ORIMSS/3 DATED 13/03/2020 ISSUED TO THE 8TH APPELLANT.
Annexure A9	TRUE PHOTOCOPY OF THE ORDER NO. AD.H/30652/2017/1/SANSKRIT/1 DATED 13/03/2020 ISSUED TO THE 9TH APPELLANT.

- Annexure A10** TRUE PHOTOCOPY OF THE ORDER NO. AD.H/30652/2017/1/GERMAN DATED 13/03/2020 ISSUED TO THE 10TH APPELLANT.
- Annexure A11** TRUE PHOTOCOPY OF THE ORDER NO. AD. D1.1.11103/TAMIL/2020 DATED 20/04/2020 WHEREBY SANCTION WAS ACCORDED BY THE 8TH RESPONDENT TO THE APPOINTMENT OF THE 11TH APPELLANT.
- Annexure A12** TRUE PHOTOCOPY OF THE ORDER NO. AD.H/30652/2017/1/ARABIC DATED 29/12/2020 ISSUED TO THE 12TH APPELLANT.
- Annexure A13** TRUE PHOTOCOPY OF THE ORDER NO. AD.H/30652/2017/1/RUSSIAN DATED 12/01/2021 ISSUED TO THE 13TH APPELLANT.

APPENDIX OF W.A.NO.833/2021PETITIONER ANNEXURE :

Annexure A1	TRUE PHOTOCOPY OF THE ORDER NO. AD.H/30652/2017/1/ENGLISH DATED 29/12/2020 ISSUED TO THE 1ST APPELLANT.
Annexure A2	TRUE PHOTOCOPY OF THE ORDER NO. AD.H/30652/2017/1/ENGLISH DATED 29/12/2020 ISSUED TO THE 2ND APPELLANT.
Annexure A3	TRUE PHOTOCOPY OF THE ORDER NO. AD.H/30652/2017/1/HINDI DATED 13/03/2020 ISSUED TO THE 3RD APPELLANT.
Annexure A4	TRUE PHOTOCOPY OF THE ORDER NO. AD.H/30652/2017/1/SANKRIT/2 DATED 13/03/2020 ISSUED TO THE 4TH APPELLANT.
Annexure A5	TRUE PHOTOCOPY OF THE ORDER NO. AD.H/30652/2017/1/ORIMSS/1 DATED 13/03/2020 ISSUED TO THE 5TH APPELLANT.
Annexure A6	TRUE PHOTOCOPY OF THE ORDER NO. AD.H/30652/2017/1/ORIMSS/2 DATED 13/03/2020 ISSUED TO THE 6TH APPELLANT.
Annexure A7	TRUE PHOTOCOPY OF THE ORDER NO. AD.H/30652/2017/1/MALAYALAM DATED 29/12/2020 ISSUED TO THE 7TH APPELLANT.
Annexure A8	TRUE PHOTOCOPY OF THE ORDER NO. AD.H/30652/2017/1/ORIMSS/3 DATED 13/03/2020 ISSUED TO THE 8TH APPELLANT.
Annexure A9	TRUE PHOTOCOPY OF THE ORDER NO. AD.H/30652/2017/1/SANSKRIT/1 DATED 13/03/2020 ISSUED TO THE 9TH APPELLANT.

Annexure A10	TRUE PHOTOCOPY OF THE ORDER NO. AD.H/30652/2017/1/GERMAN DATED 13/03/2020 ISSUED TO THE 10TH APPELLANT.
Annexure A11	TRUE PHOTOCOPY OF THE ORDER NO. AD. D1.1.11103/TAMIL/2020 DATED 20/04/2020 WHEREBY SANCTION WAS ACCORDED TO THE APPOINTMENT OF THE 11TH APPELLANT.
Annexure A12	TRUE PHOTOCOPY OF THE ORDER NO. AD.H/30652/2017/1/ARABIC DATED 29/12/2020 ISSUED TO THE 12TH APPELLANT.
Annexure A13	TRUE PHOTOCOPY OF THE ORDER NO. AD.H/30652/2017/1/RUSSIAN DATED 12/01/2021 ISSUED TO THE 13TH APPELLANT.

APPENDIX OF W.A.NO.834/2021PETITIONER ANNEXURE :

Annexure A1	TRUE COPY OF THE JUDGMENT DATED 29/01/2021 IN WP(C) NO.39309 OF 2017 OF THIS HONOURABLE COURT.
Annexure A2	TRUE COPY OF COVERING LETTER NO.AD.H/30652/2017/2/PHYSICS/1 DATED 13/03/2020 ALONG WITH ORDER NO.1144/2020/UOK DATED 28/04/2020 ISSUED TO THE APPELLANT NO.1.
Annexure A2A	TRUE COPY OF COVERING LETTER NO.AD.H/30652/2017/S/PHYSICS/2 DATED 13/03/2020 ALONG WITH ORDER NO.1157/2020/UOK DATED 29/04/2020 ISSUED TO THE APPELLANT NO.2.
Annexure A2B	TRUE COPY OF ORDER NO.AD.A11.2/11011/20 DATED 23/04/2020 ISSUED TO THE APPELLANT NO.3.
Annexure A2C	TRUE COPY OF ORDER NO.AD DIII.2/1530/2020/UOK DATED 3/06/2020 ISSUED TO THE APPELLANT NO.4.
Annexure A2D	TRUE COPY OF COVERING LETTER NO.AD.H/30652/2017/2/COMMERCE DATED 15/05/2020 ALONG WITH ORDER NO.1888/2020/UOK DATED 25/06/2020 ISSUED TO THE APPELLANT NO.5.
Annexure A2E	TRUE COPY OF COVERING LETTER NO.AD.H/30652/2017/2/SANSKRIT DATED 13/03/2020 ALONG WITH ORDER NO.AD.MISC.1/7012/2020 DATED 26/06/2020

ISSUED TO THE APPELLANT NO.6.

Annexure A2F	TRUE COPY OF COVERING LETTER NO.AD.H/30652/2017/2/ENV. SCIENCES DATED 13/03/2020 ISSUED TO APPELLANT NO.7.
Annexure A2G	TRUE COPY OF COVERING LETTER NO.AD.H/30652/2017/2/GEOLOGY DATED 13/03/2020 ALONG WITH ORDER NO.AD.D1.10809/GEO./2020 DATED 20/05/2020 ISSUED TO APPELLANT NO.8.
Annexure A2H	TRUE COPY OF COVERING LETTER NO.AD.H/30652/2017/2/AQB&F/1 DATED 13/03/2020 ALONG WITH ORDER NO.1158/2020/UOK DATED 29/04/2020 ISSUED TO APPELLANT NO.9.
Annexure A2I	TRUE COPY OF COVERING LETTER NO.AD.H/30652/2017/2/HINDI DATED 13/03/2020 ISSUED TO APPELLANT NO.10.
Annexure A3	TRUE COPY OF THE COMMON JUDGMENT DATED 31/03/2021 IN WP(C) NO.4592 OF 2018 AND CONNECTED CASES AS DOWNLOADED FROM THE WEBSITE OF THE HONOURABLE HIGH COURT.
Annexure A4	TRUE COPY OF THE JUDGMENT DATED 03/02/2016 IN WP(C) NO.9785 OF 2015 OF THIS HONOURABLE COURT.
Annexure A5	TRUE COPY OF THE COMMON JUDGMENT DATED 22/12/2020 IN W.A.NO.1227 OF 2020 AND CONNECTED CASES OF THIS HONOURABLE COURT.
Annexure A6	A TRUE COPY OF THE UNIVERSITY LAW (AMENDMENT) BILL 2014.

APPENDIX OF W.A.NO.835/2021PETITIONER ANNEXURE:

Annexure A1	TRUE COPY OF THE JUDGMENT DATED 29/01/2021 IN WP(C) NO.39309 OF 2017 OF THIS HONOURABLE COURT.
Annexure A2	TRUE COPY OF COVERING LETTER NO.AD.H/30652/2017/2/PHYSICS/1 DATED 13/03/2020 ALONG WITH ORDER NO.1144/2020/UOK DATED 28/04/2020 ISSUED TO THE APPELLANT NO.1.
Annexure A2A	TRUE COPY OF COVERING LETTER NO.AD.H/30652/2017/S/PHYSICS/2 DATED 13/03/2020 ALONG WITH ORDER NO.1157/2020/UOK DATED 29/04/2020 ISSUED TO THE APPELLANT NO.2.
Annexure A2B	TRUE COPY OF ORDER NO.AD.A11.2/11011/20 DATED 23/04/2020 ISSUED TO THE APPELLANT NO.3.
Annexure A2C	TRUE COPY OF ORDER NO.AD DIII.2/1530/2020/UOK DATED 3/06/2020 ISSUED TO THE APPELLANT NO.4.
Annexure A2D	TRUE COPY OF COVERING LETTER NO.AD.H/30652/2017/2/COMMERCE DATED 15/05/2020 ALONG WITH ORDER NO.1888/2020/UOK DATED 25/06/2020 ISSUED TO THE APPELLANT NO.5.
Annexure A2E	TRUE COPY OF COVERING LETTER NO.AD.H/30652/2017/2/SANSKRIT DATED 13/03/2020 ALONG WITH ORDER NO.AD.MISC.1/7012/2020 DATED 26/06/2020 ISSUED TO THE APPELLANT NO.6.
Annexure A2F	TRUE COPY OF COVERING LETTER

NO.AD.H/30652/2017/2/ENV. SCIENCES DATED
13/03/2020 ISSUED TO APPELLANT NO.7.

Annexure A2G TRUE COPY OF COVERING LETTER
NO.AD.H/30652/2017/2/GEOLOGY DATED
13/03/2020 ALONG WITH ORDER
NO.AD.D1.10809/GEO./2020 DATED 20/05/2020
ISSUED TO APPELLANT NO.8.

Annexure A2H TRUE COPY OF COVERING LETTER
NO.AD.H/30652/2017/2/AQB&F/1 DATED
13/03/2020 ALONG WITH ORDER NO.1158/2020/UOK
DATED 29/04/2020 ISSUED TO APPELLANT NO.9.

Annexure A2I TRUE COPY OF COVERING LETTER
NO.AD.H/30652/2017/2/HINDI DATED 13/03/2020
ISSUED TO APPELLANT NO.10.

Annexure A3 TRUE COPY OF THE COMMON JUDGMENT DATED
31/03/2021 IN WP(C) NO.4592 OF 2018 AND
CONNECTED CASES AS DOWNLOADED FROM THE
WEBSITE OF THE HONOURABLE.

Annexure A4 TRUE COPY OF THE JUDGMENT DATED 03/02/2016
IN WP(C) NO.9785 OF 2015 OF THIS HONOURABLE
COURT.

Annexure A5 TRUE COPY OF THE COMMON JUDGMENT DATED
22/12/2020 IN W.A.NO.1227 OF 2020 AND
CONNECTED CASES OF THIS HONOURABLE COURT.

Annexure A6 A TRUE COPY OF THE UNIVERSITY LAW
(AMENDMENT) BILL 2014.

APPENDIX OF W.A.NO.837/2021PETITIONER ANNEXURE

Annexure A1	TRUE COPY OF THE M.SC. DEGREE CERTIFICATE IN BIOCHEMISTRY DATED 27.11.2009 ISSUED TO THE 1ST APPELLANT BY BHARATHIDASAN UNIVERSITY.
Annexure A2	TRUE COPY OF THE PH.D DEGREE CERTIFICATE IN BIOCHEMISTRY ISSUED TO THE 1ST APPELLANT BY THE UNIVERSITY OF KERALA DATED 27.01.2016.
Annexure A3	TRUE COPY OF THE APPOINTMENT ORDER NO.AD.H/30652/2017/1/BIOCHEM/2 DATED 13.03.2020 ISSUED TO THE 1ST APPELLANT BY THE 7TH RESPONDENT UNIVERSITY OF KERALA, APPOINTING HIM AS ASSISTANT PROFESSOR IN THE DEPARTMENT OF BIOCHEMISTRY.
Annexure A4	TRUE COPY OF THE ORDER NO.10878/2020/UOK DATED 28.04.2020 ISSUED BY THE UNIVERSITY OF KERALA, ACCORDING SANCTION BY THE VICE CHANCELLOR TO THE APPOINTMENT OF THE 1ST APPELLANT AS ASSISTANT PROFESSOR IN THE DEPARTMENT OF BIOCHEMISTRY.
Annexure A5	TRUE COPY OF M.SC DEGREE CERTIFICATE ISSUED TO THE 2ND APPELLANT DATED 03.07.2004 BY THE UNIVERSITY OF KERALA, IN THE SUBJECT BIOCHEMISTRY.
Annexure A6	TRUE COPY OF THE PH.D. DEGREE CERTIFICATE IN BIOCHEMISTRY ISSUED TO THE 2ND APPELLANT BY THE UNIVERSITY OF KERALA DATED 25.02.2011.
Annexure A7	TRUE COPY OF THE CERTIFICATE ISSUED BY THE 7TH RESPONDENT UNIVERSITY OF KERALA, (REG. NO.3961 DATED 31.05.2019) STATING THAT THE PH.D DEGREE AWARDED TO THE 2ND APPELLANT IS

IN REGULAR MODE AND THAT THE DEGREE HAS BEEN AWARDED ON FULFILLMENT OF THE CONDITIONS STIPULATED THEREIN.

- Annexure A8** TRUE COPY OF THE APPOINTMENT ORDER NO.AD.H/30652/2017/1/BIOCHEM/1 DATED 13.03.2020 ISSUED BY THE 7TH RESPONDENT TO THE 2ND APPELLANT APPOINTING HER AS ASSISTANT PROFESSOR (OPEN TURN) IN THE DEPARTMENT OF BIOCHEMISTRY.
- Annexure A9** TRUE COPY OF THE JOINING ORDER NO.10879/2020/UOK DATED 28.04.2020 ISSUED BY THE 7TH RESPONDENT UNIVERSITY TO THE 2ND APPELLANT.
- Annexure A10 & A10 (a)** TRUE COPIES OF M.SC. DEGREE CERTIFICATE DATED 27.07.2007 AND PH.D CERTIFICATE DATED 19.07.2013 ISSUED BY IIT MADRAS TO THE 3RD APPELLANT.
- Annexure A11** TRUE COPY OF THE APPOINTMENT ORDER NO.AD.H/30652/2017/1/MATHEMATICS/2 DATED 13.03.2020 ISSUED BY THE 7TH RESPONDENT UNIVERSITY TO THE 3RD APPELLANT, APPOINTING HIM AS ASSISTANT PROFESSOR IN THE DEPARTMENT OF MATHEMATICS.
- Annexure A12** TRUE COPY OF THE RELIEVING ORDER NO.B1/360/2020/GCC CHAVARA DATED 18.03.2020 ISSUED BY THE BJM COLLEGE, CHAVARA TO THE 3RD APPELLANT.
- Annexure A13** TRUE COPY OF THE JOINING REPORT NO.1103/2020/UOK DATED 23.04.2020 ISSUED BY THE UNIVERSITY OF KERALA IN FAVOUR OF THE 3RD APPELLANT.
- Annexure A14** TRUE COPY OF THE APPOINTMENT ORDER NO.AD.H/30652/2017/1/PSYCHOLOGY DATED 13.03.2020 ISSUED TO THE 7TH RESPONDENT UNIVERSITY TO THE 4TH APPELLANT, APPOINTING HIM AS ASSISTANT PROFESSOR IN THE

DEPARTMENT OF PSYCHOLOGY.

- Annexure A15** TRUE COPY OF THE ORDER NO.1098/2020/UOK DATED 22.04.2020 ISSUED BY THE 7TH RESPONDENT UNIVERSITY, CERTIFYING THE JOINING OF THE 4TH APPELLANT ON 16.03.2020.
- Annexure A16** TRUE COPY OF THE PH.D CERTIFICATE DATED 9.3.2010 ISSUED BY THE COCHIN UNIVERSITY OF SCIENCE AND TECHNOLOGY TO THE 5TH APPELLANT.
- Annexure A17** TRUE COPY OF THE CERTIFICATE NO.EA1/3401/8/26/2008 DATED 08.12.2017 ISSUED BY THE COCHIN UNIVERSITY OF SCIENCE AND TECHNOLOGY DECLARING THAT THE 5TH APPELLANT HAS OBTAINED PH.D DEGREE FROM REGULAR MODE AND THAT HER THESIS HAS BEEN EVALUATED BY TWO EXTERNAL EXAMINERS AND THAT THE 5TH APPELLANT HAS ACQUIRED PH.D DEGREE BY UNDERGOING ALL PRESCRIBED PROCEDURES AS PER THE REGULATIONS.
- Annexure A18** TRUE COPY OF THE APPOINTMENT ORDER NO.AD.H/30652/2017/1/PHYSICS DATED 13.03.2020 ISSUED BY THE 7TH RESPONDENT UNIVERSITY TO THE 5TH APPELLANT, APPOINTING HER AS ASSISTANT PROFESSOR IN THE DEPARTMENT OF PHYSICS.
- Annexure A19** TRUE COPY OF THE JOINING ORDER NO.1143/2020/UOK DATED 28.04.2020 ISSUED BY THE 7TH RESPONDENT UNIVERSITY, CERTIFYING THAT THE 5TH APPELLANT JOINED IN SERVICE ON 16.03.2020.
- Annexure A20** TRUE COPY OF THE M.SC DEGREE CERTIFICATE DATED 28.02.2011 ISSUED TO THE 6TH APPELLANT BY THE 7TH RESPONDENT UNIVERSITY.
- Annexure A21** A TRUE COPY OF THE M.PHIL DEGREE CERTIFICATE DATED 10.08.2012 ISSUED BY THE UNIVERSITY OF KERALA TO THE 6TH APPELLANT.

- Annexure A22** TRUE COPY OF THE PH.D CERTIFICATE DATED 13.07.2018 ISSUED BY THE UNIVERSITY OF KERALA TO THE 6TH APPELLANT.
- Annexure A23** TRUE COPY OF THE APPOINTMENT ORDER NO.AD.H/30652/2017/1/GEOLOGY DATED 13.03.2020 ISSUED BY THE 7TH RESPONDENT UNIVERSITY TO THE 6TH APPELLANT, APPOINTING HIM AS ASSISTANT PROFESSOR IN THE DEPARTMENT OF GEOLOGY.
- Annexure A24** TRUE COPY OF THE ORDER NO.AD.DI.1/10812/GEO/2020 DATED 22.04.2020 ISSUED BY THE 7TH RESPONDENT UNIVERSITY TO THE 6TH APPELLANT.
- Annexure A25** TRUE COPY OF THE M.SC DEGREE CERTIFICATE DATED 18.03.2009 ISSUED BY MG UNIVERSITY TO THE 7TH APPELLANT.
- Annexure A26** TRUE COPY OF THE PH.D CERTIFICATE DATED 26.05.2014 ISSUED TO THE 7TH APPELLANT BY COCHIN UNIVERSITY OF SCIENCE AND TECHNOLOGY.
- Annexure A27** A TRUE COPY OF THE APPOINTMENT ORDER NO.AD.H/30652/2017/1/MATHEMATICS/3 DATED 13.03.2020 ISSUED BY THE 7TH RESPONDENT UNIVERSITY TO THE 7TH APPELLANT, APPOINTING HER AS ASSISTANT PROFESSOR IN THE DEPARTMENT OF MATHEMATICS.
- Annexure A28** TRUE COPY OF THE ORDER NO.114/2020/UOK DATED 23.04.2020 ISSUED BY THE 7TH RESPONDENT UNIVERSITY REGARDING THE JOINING OF THE 7TH APPELLANT AS ASSISTANT PROFESSOR IN THE DEPARTMENT OF MATHEMATICS.
- Annexure A29** TRUE COPY OF THE M.SC DEGREE CERTIFICATE DATED 10.02.2005 ISSUED BY THE MG UNIVERSITY TO THE 8TH APPELLANT.

- Annexure A30 TRUE COPY OF THE PH.D CERTIFICATE ACQUIRED BY THE 8TH APPELLANT IN THE YEAR 2014, ISSUED BY ANNA UNIVERSITY.
- Annexure A31 A TRUE COPY OF THE APPOINTMENT ORDER NO.AD.H/30652/2017/1/MATHEMATICS/1 DATED 13.03.2020 ISSUED BY THE 7TH RESPONDENT TO THE 8TH APPELLANT, APPOINTING HIM AS ASSISTANT PROFESSOR IN THE DEPARTMENT OF MATHEMATICS.
- Annexure A32 TRUE COPY OF THE JOINING ORDER NO.1102/2020/UOK DATED 23.04.2020 ISSUED BY THE 7TH RESPONDENT UNIVERSITY TO THE 8TH APPELLANT.
- Annexure A33 TRUE COPY OF THE M.SC DEGREE CERTIFICATE OF THE 9TH APPELLANT ISSUED BY MAHATMA GANDHI UNIVERSITY DATED 05.02.2005.
- Annexure A34 TRUE COPY OF THE M.PHIL DEGREE CERTIFICATE DATED 20.08.2007 OF THE 9TH APPELLANT ISSUED FROM UNIVERSITY OF KERALA.
- Annexure A35 TRUE COPY OF THE PH.D DEGREE CERTIFICATE DATED 22.04.2017 OF THE 9TH APPELLANT ISSUED BY UNIVERSITY OF KERALA.
- Annexure A36 TRUE COPY OF THE APPOINTMENT ORDER NO.AD.H/30652/2017/1/STATISTICS/1 DATED 13.03.2020 ISSUED BY THE 9TH APPELLANT BY THE 7TH RESPONDENT UNIVERSITY, APPOINTING HIM AS ASSISTANT PROFESSOR IN THE DEPARTMENT OF STATISTICS.
- Annexure A37 TRUE COPY OF THE ORDER NO.AD.DI.1/11266/STAT./2020 DATED 24.04.2020 ISSUED BY THE 7TH RESPONDENT UNIVERSITY CERTIFYING THAT THE 9TH APPELLANT JOINED SERVICE ON 13.03.2020 AS ASSISTANT PROFESSOR IN THE DEPARTMENT OF

STATISTICS.

Annexure A38

**TRUE COPY OF THE JUDGMENT DATED 31.03.2021
IN WP(C).NO.8334/2018 OF THE LEARNED SINGLE
JUDGE OF THIS HON'BLE COURT.**

APPENDIX OF W.A.NO.876/2021PETITIONER ANNEXURE :

Annexure A1	TRUE COPY OF THE JUDGMENT DATED 29.1.2021 IN WPC NO 39309 OF 2017 OF THIS HONOURABLE COURT
Annexure A2	TRUE COPY OF COVERING LETTER NO AD.H/30652/2017/2/PHYSICS/1 DATED 13.3.2020 ALONG WITH ORDER NO 1144/2020/UOK DATED 28.4.2020 ISSUED TO THE APPELLANT NO 11
Annexure A2 (A)	TRUE COPY OF COVERING LETTER NO AD.H/30652/2017/2/PHYSICS/2 DATED 13.3.2020 ALONG WITH ORDER NO 1157/2020/UOK DATED 29.4.2020 ISSUED TO THE APPELLANT NO 2
Annexure A2 (B)	TRUE COPY OF ORDER NO AD A11/2/11011/20 DATED 23.4.2020 ISSUED TO THE APPELLANT NO 3
Annexure A (C)	TRUE COPY OF ORDER NO AD D111.2/1530/2020/UOK DATED 3.6.2020 ISSUED TO THE APPELLANT NO 4
Annexure A2 (D)	TRUE COPY OF COVERING LETTER NO AD.H/30652/2017/2/COMMERCE DATED 15.5.2020 ALONG WITH ORDER NO 1888/2020/UOK DATED 25.6.2020 ISSUED TO THE APPELLANT NO 5
Annexure A2 (E)	TRUE COPY OF COVERING LETTER NO AD.H/30652/2017/2/SANSKRIT DATED 13.3.2020 ALONG WITH ORDER NO AD.MIS 1/7012/2/2020 DATED 26.6.2020 ISSUED TO APPELLANT NO 6
Annexure A2 (F)	TRUE COPY OF COVERING LETTER NO AD.H/30652/2017/2/ENV.SCIENCE DATED 13.3.2020 ISSUED TO APPELLANT NO 7

Annexure A2 (G)	TRUE COPY OF COVERING LETTER NO AD.H/30652/2017/2//GEOGLOGY DATED 13.3.2020 ALONG WITH ORDER NO AD. D1/10809/GEO/2020 DATED 20.5.2020 ISSUED TO APPELLANT NO 8
Annexure A2 (H)	TRUE COPY OF COVERING LETTER NO AD.H/30652/2017/2/AQB&F/1 DATED 13.3.2020 ALONG WITH ORDER NO 1158/2020/UOK DATED 29.4.2020 ISSUED TO APPELLANT NO 9
Annexure A2 (I)	TRUE COPY OF COVERING LETTER NO AD.H/30652/2017/2/HINDI DATED 13.3.2020 ISSUED TO APPELLANT NO 10
Annexure A3	TRUE COPY OF THE COMMON JUDGMENT DATED 31.3.2021 IN WPC NO 4592 OF 2018 AND CONNECTED CASES AS DOWNLOADED FROM THE WEBSITE OF THE HONOURABLE HIGH COURT
Annexure A4	TRUE COPY OF THE JUDGMENT DATED 3.2.2016 IN WPC NO 9785 OF 2015 OF THIS HONOURABLE COURT
Annexure A5	TRUE COPY OF THE COMMON JUDGMENT DATED 22.12.2020 IN WA NO 1227 OF 2020 AND CONNECTED CASES OF THIS HONOURABLE COURT
Annexure A6	A TRUE COPY OF THE UNIVERSITY LAWS (AMENDMENT) BILL 2014

APPENDIX OF W.A.NO.889/2021PETITIONER ANNEXURE :

Annexure A1	TRUE COPY OF THE ORDER ISSUED BY THE UNIVERSITY NO.1856/2020/UOK DATED 23.6.20
Annexure A1 (A))	TRUE COPY OF THE ORDER ISSUED BY THE UNIVERSITY NO.330/2021/UOK DATED 23.1.21
Annexure A1 (B)	TRUE COPY OF THE ORDER ISSUED BY THE UNIVERSITY NO.1169/2020/UOK DATED 29.4.20
Annexure A1 (C)	TRUE COPY OF THE ORDER ISSUED BY THE UNIVERSITY NO.AD.H/30652/2017/3/ECONOMICS DATED 13.03.2020
Annexure A1 (D)	TRUE COPY OF THE ORDER ISSUED BY THE UNIVERSITY NO.1176/2020/UOK DATED 4.5.20
Annexure A1 (E)	TRUE COPY OF THE ORDER ISSUED BY THE UNIVERSITY NO.1101/2020/UOK DATED 23.4.20
Annexure A1 (F)	TRUE COPY OF THE ORDER ISSUED BY THE UNIVERSITY NO.1408/2020/UOK DATED 27.5.20
Annexure A1 (G)	TRUE COPY OF THE ORDER ISSUED BY THE UNIVERSITY NO.AD.D.1.2/UCC/2012 DATED 11.6.20.

APPENDIX OF W.A.NO.890/2021PETITIONER'S ANNEXURE:

Annexure A1	TRUE COPY OF THE ORDER ISSUED BY THE UNIVERSITY NO.1856/2020/UOK DATED 23.6.20.
Annexure A1 (A)	TRUE COPY OF THE ORDER ISSUED BY THE UNIVERSITY NO.330/2021/UOK DATED 23.1.21.
Annexure A1 (B)	TRUE COPY OF THE ORDER ISSUED BY THE UNIVERSITY NO.1169/2020/UOK DATED 29.4.20.
Annexure A1 (C)	TRUE COPY OF THE ORDER ISSUED BY THE UNIVERSITY NO.AD.H/30652/2017/3/ECONOMICS DATED 13.3.2020.
Annexure A1 (D)	TRUE COPY OF THE ORDER ISSUED BY THE UNIVERSITY NO.1176/2020/UOK DATED 4.5.20.
Annexure A1 (E)	TRUE COPY OF THE ORDER ISSUED BY THE UNIVERSITY NO.1101/2020/UOK DATED 23.4.20.
Annexure A1 (F)	TRUE COPY OF THE ORDER ISSUED BY THE UNIVERSITY NO.1408/2020/UOK DATED 27.5.20.
Annexure A1 (G)	TRUE COPY OF THE ORDER ISSUED BY THE UNIVERSITY NO.AD.D.1.2/UCC/2012 DATED 11.6.20.

APPENDIX OF W.A.NO.920/2021PETITIONER ANNEXURE :

Annexure A1	COPY OF THE APPOINTMENT ORDER ISSUED TO THE 1ST APPELLANT.
Annexure A1 (A)	COPY OF THE APPOINTMENT ORDER ISSUED TO THE 2ND APPELLANT.
Annexure A1 (B)	COPY OF THE APPOINTMENT ORDER ISSUED TO THE 3RD APPELLANT.
Annexure A2	COPY OF THE DATA ELABORATING THE QUALIFICATIONS AND CREDENTIALS OF THE 1ST APPELLANT.
Annexure A2 (A)	COPY OF THE DATA ELABORATING THE QUALIFICATIONS AND CREDENTIALS OF THE 2ND APPELLANT.
Annexure A2 (B)	COPY OF THE DATA ELABORATING THE QUALIFICATIONS AND CREDENTIALS OF THE 3RD APPELLANT.

APPENDIX OF W.A.NO.962/2021PETITIONER ANNEXURE :

Annexure A1	COPY OF THE APPOINTMENT ORDER ISSUED TO THE 1ST APPELLANT
Annexure A1 (A)	COPY OF THE APPOINTMENT ORDER ISSUED TO THE 2ND APPELLANT
Annexure A1 (B)	COPY OF THE APPOINTMENT ORDER ISSUED TO THE 3RD APPELLANT
Annexure A2	COPY OF THE BIO DATA ELABORATING THE QUALIFICATIONS AND CREDENTIALS OF THE 1ST APPELLANT
Annexure A2 (A)	COPY OF THE BIO DATA ELABORATING THE QUALIFICATIONS AND CREDENTIALS OF THE 2ND APPELLANT
Annexure A2 (B)	COPY OF THE BIO DATA ELABORATING THE QUALIFICATIONS AND CREDENTIALS OF THE 3RD APPELLANT

APPENDIX OF W.A.NO.966/2021PETITIONER ANNEXURE :

Annexure A1	COPY OF THE APPOINTMENT ORDER ISSUED TO THE 1ST APPELLANT
Annexure A1 (A)	COPY OF THE APPOINTMENT ORDER ISSUED TO THE 2ND APPELLANT
Annexure A1 (B)	COPY OF THE APPOINTMENT ORDER ISSUED TO THE 3RD APPELLANT
Annexure A2	COPY OF THE BIO DATA ELABORATING THE QUALIFICATIONS AND CREDENTIALS OF THE 1ST APPELLANT
Annexure A2 (A)	COPY OF THE BIO DATA ELABORATING THE QUALIFICATIONS AND CREDENTIALS OF THE 2ND APPELLANT
Annexure A2 (B)	COPY OF THE BIO DATA ELABORATING THE QUALIFICATIONS AND CREDENTIALS OF THE 3RD APPELLANT

APPENDIX OF W.A.NO.977/2021PETITIONER ANNEXURE :

Annexure A1	TRUE COPY OF THE M.SC DEGREE CERTIFICATE IN BIOCHEMISTRY DATED 27/11/2009 ISSUED TO THE 1ST APPELLANT BY BHARATHIDASAN UNIVERSITY
Annexure A2	TRUE COPY OF THE PH.D DEGREE CERTIFICATE IN BIOCHEMISTRY ISSUED TO THE 1ST APPELLANT BY THE UNIVERSITY OF KERALA DATED 27.1.2016
Annexure A3	TRUE COPY OF THE APPOINTMENT ORDER NO.AD.H/30652/2017/1/BIOCHEM/2 DATED 13/3/2020 ISSUED TO THE 1ST APPELLANT BY THE 7TH RESPONDENT UNIVERSITY OF KERALA, APPOINTING HIM AS ASSISTANT PROFESSOR IN THE DEPARTMENT OF BIOCHEMISTRY
Annexure A4	TRUE COPY OF THE ORDER NO.10878/2020/UOK DATED 28/4/2020 ISSUED BY THE UNIVERSITY OF KERALA, ACCORDING SANCTION BY THE VICE CHANCELLOR TO THE APPOINTMENT OF THE 1ST APPELLANT AS ASSISTANT PROFESSOR IN THE DEPARTMENT OF BIOCHEMISTRY.
Annexure A5	TRUE COPY OF M.SC DEGREE CERTIFICATE ISSUED TO THE 2ND APPELLANT DATED 3/7/2004 BY THE UNIVERSITY OF KERALA IN THE SUBJECT BIOCHEMISTRY
Annexure A6	TRUE COPY OF THE PH.D DEGREE CERTIFICATE IN BIOCHEMISTRY ISSUED TO THE 2ND APPELLANT BY THE UNIVERSITY OF KERALA DATED 25/2/2011
Annexure A7	TRUE COPY OF THE CERTIFICATE ISSUED BY THE 7TH RESPONDENT UNIVERSITY OF KERALA (REG.NO.3961 DATED 31/5/2019) STATING THAT THE PH.D DEGREE AWARDED TO THE 2ND APPELLANT IS IN REGULAR MODE AND THAT THE DEGREE HAS BEEN AWARDED ON FULFILLMENT OF

THE CONDITIONS STIPULATED THEREIN.

- Annexure A8** TRUE COPY OF THE APPOINTMENT ORDER NO.AD.H/30652/2017/1/BIOCHEM/1 DATED 13/3/2020 ISSUED BY THE 7TH RESPONDENT TO THE 2ND APPELLANT APPOINTING HER AS ASSISTANT PROFESSOR (OPEN TURN) IN THE DEPARTMENT OF BIOCHEMISTRY
- Annexure A9** TRUE COPY OF THE JOINING ORDER NO.10879/2020/UOK DATED 28/4/2020 ISSUED BY THE 7TH RESPONDENT UNIVERSITY TO THE 2ND APPELLANT.
- Annexure A10 AND A10 (A)** TRUE COPIES OF M.SC DEGREE CERTIFICATE DATED 27/7/2007 AND PH.D CERTIFICATE DATED 19/7/2013 ISSUED BY IIT MADRAS TO THE 3RD APPELLANT
- Annexure A11** TRUE COPY OF THE APPOINTMENT ORDER NO.AD.H/30652/2017/1/MATHEMATICS/2 DATED 13/3/2020 ISSUED BY THE 7TH RESPONDENT UNIVERSITY TO THE 3RD APPELLANT, APPOINTING HIM AS ASSISTANT PROFESSOR IN THE DEPARTMENT OF MATHEMATICS
- Annexure A12** TRUE COPY OF THE RELIEVING ORDER NO.B1/360/2020/GCC CHAVARA DATED 18/3/2020 ISSUED BY THE BJM COLLEGE, CHAVARA TO THE 3RD APPELLANT
- Annexure A13** TRUE COPY OF THE JOINING REPORT NO.1103/2020/UOK DATED 23/4/2020 ISSUED BY THE UNIVERSITY OF KERALA IN FAVOUR OF THE 3RD APPELLANT
- Annexure A14** TRUE COPY OF THE APPOINTMENT ORDER NO.AD.H/30652/2017/1/PSYCHOLOGY DATED 13/3/2020 ISSUED BY THE 7TH RESPONDENT UNIVERSITY TO THE 4TH APPELLANT, APPOINTING HIM AS ASSISTANT PROFESSOR IN THE

DEPARTMENT OF PSYCHOLOGY

Annexure A15	TRUE COPY OF THE ORDER NO.1098/2020/UOK DATED 22/4/2020 ISSUED BY THE 7TH RESPONDENT UNIVERSITY, CERTIFYING THE JOINING OF THE 4TH APPELLANT ON 16/3/2020
Annexure A16	TRUE COPY OF THE PH.D CERTIFICATE DATED 9/3/2010 ISSUED BY THE COCHIN UNIVERSITY OF SCIENCE AND TECHNOLOGY TO THE 5TH RESPONDENT
Annexure A17	TRUE COPY OF THE CERTIFICATE NO.EA1/3401/8/26/2008 DATED 8/12/2017 ISSUED BY THE COCHIN UNIVERSITY OF SCIENCE AND TECHNOLOGY DECLARING THAT THE 5TH APPELLANT HAS OBTAINED PH.D DEGREE FROM REGULAR MODE AND THAT HER THESIS HAS BEEN EVALUATED BY TWO EXTERNAL EXAMINERS AND THAT THE 5TH APPELLANT HAS ACQUIRED PH.D DEGREE BY UNDERGOING ALL PRESCRIBED PROCEDURES AS PER REGULATIONS
Annexure A18	TRUE COPY OF THE APPOINTMENT ORDER NO.AD.H/30652/2017/1/PHYSICS DATED 13/3/2020 ISSUED BY THE 7TH RESPONDENT UNIVERSITY TO THE 5TH APPELLANT, APPOINTING HER AS ASSISTANT PROFESSOR IN THE DEPARTMENT OF PHYSICS
Annexure A19	TRUE COPY OF THE JOINING ORDER NO.1143/2020/UOK DATED 28/4/2020 ISSUED BY THE 7TH RESPONDENT UNIVERSITY, CERTIFYING THAT THE 5TH APPELLANT JOINED IN SERVICE ON 16/3/2020
Annexure A20	TRUE COPY OF THE M.SC DEGREE CERTIFICATE DATED 28.2.2011 ISSUED TO THE 6TH APPELLANT BY THE 7TH RESPONDENT UNIVERSITY
Annexure A21	TRUE COPY OF THE M.PHIL DEGREE CERTIFICATE DATED 10/8/2012 ISSUED BY THE UNIVERSITY OF KERALA TO THE 6TH APPELLANT

- Annexure A22** TRUE COPY OF THE PH.D DEGREE CERTIFICATE DATED 13/7/2018 ISSUED BY THE UNIVERSITY OF KERALA TO THE 6TH APPELLANT
- Annexure A23** TRUE COPY OF THE APPOINTMENT ORDER NO.AD.H/30652/2017/1/GEOLOGY DATED 13/3/2020 ISSUED BY THE 7TH RESPONDENT UNIVERSITY TO THE 6TH APPELLANT, APPOINTING HIM AS ASSISTANT PROFESSOR IN THE DEPARTMENT OF GEOLOGY
- Annexure A24** TRUE COPY OF THE ORDER NO.AD.DI.1/10812/GEO/2020 DATED 13/3/2020 ISSUED BY THE 7TH RESPONDENT UNIVERSITY TO THE 6TH APPELLANT, APPOINTING HIM AS ASSISTANT PROFESSOR IN THE DEPARTMENT OF GEOLOGY
- Annexure A25** TRUE COPY OF THE M.SC DEGREE CERTIFICATE DATED 18/3/2009 ISSUED BY MG UNIVERSITY TO THE 7TH APPELLANT.
- Annexure A26** TRUE COPY OF THE PH.D CERTIFICATE DATED 26/5/2014 ISSUED TO THE 7TH APPELLANT BY COCHIN UNIVERSITY OF SCIENCE AND TECHNOLOGY
- Annexure A27** TRUE COPY OF THE APPOINTMENT ORDER NO.AD.H/30652/2017/1/MATHEMATICS/3 DATED 13/3/2020 ISSUED BY THE 7TH RESPONDENT UNIVERSITY TO THE 7TH APPELLANT, APPOINTING HIM AS ASSISTANT PROFESSOR IN THE DEPARTMENT OF MATHEMATICS.
- Annexure A28** TRUE COPY OF THE ORDER NO.114/2020/UOK DATED 23/4/2020 ISSUED BY THE 7TH RESPONDENT UNIVERSITY REGARDING THE JOINING OF THE 7H APPELLANT AS ASSISTANT PROFESSOR IN THE DEPARTMENT OF MATHEMATICS
- Annexure A29** TRUE COPY OF THE M.SC DEGREE CERTIFICATE DATED 10/2/2005 ISSUED BY THE MG UNIVERSITY

TO THE 8TH APPELLANT.

- Annexure A30** TRUE COPY OF THE PH.D CERTIFICATE ACQUIRED BY THE 8TH APPELLANT IN THE YEAR 2014, ISSUED BY ANNA UNIVERSITY.
- Annexure A31** TRUE COPY OF THE APPOINTMENT ORDER NO.AD.H/30652/2017/1/MATHEMATICS/1 DATED 13/3/2020 ISSUED BY THE 7TH RESPONDENT TO THE 8TH APPELLANT, APPOINTING HIM AS ASSISTANT PROFESSOR IN THE DEPARTMENT OF MATHEMATICS.
- Annexure A32** TRUE COPY OF THE JOINING ORDER NO.1102/2020/UOK DATED 23/4/2020 ISSUED BY THE 7TH RESPONDENT UNIVERSITY TO THE 8TH APPELLANT
- Annexure A33** TRUE COPY OF THE M.SC DEGREE CERTIFICATE OF 9TH APPELLANT ISSUED BY THE MAHATMA GANDHI UNIVERSITY DATED 5/2/2005
- Annexure A34** TRUE COPY OF THE M.PHIL DEGREE CERTIFICATE DATED 20/8/2007 OF THE 9TH TH APPELLANT ISSUED BY UNIVERSITY OF KERALA
- Annexure A35** TRUE COPY OF THE PH.D DEGREE CERTIFICATE DATED 20/8/2017 OF THE 9TH APPELLANT ISSUED BY UNIVERSITY OF KERALA.
- Annexure A36** TRUE COPY OF THE APPOINTMENT ORDER NO.AD.H/30652/2017/1/STATISTICS/1 DATED 13/3/2020 ISSUED TO THE 9TH APPELLANT BY THE 7TH RESPONDENT UNIVERSITY APPOINTING HIM AS ASSISTANT PROFESSOR IN THE DEPARTMENT OF STATISTICS.
- Annexure A37** TRUE COPY OF THE ORDER NO.AD.DI.1/11266/STAT./2020 DATED 24.4.2020 ISSUED BY THE 7TH RESPONDENT UNIVERSITY CERTIFYING THAT THE 9TH APPELLANT JOINED SERVICE ON 13.3.2020 AS ASSISTANT PROFESSOR

IN THE DEPARTMENT OF STATISTICS

Annexure A38

TRUE COPY OF THE JUDGMENT DATED 31/3/2021
IN WP.(C) NO.4592/2018 OF THE LEARNED
SINGLE JUDGE OF THIS HON'BLE COURT.