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* **IN THE HIGH COURT OF DELHI AT NEW DELHI**

+ W.P.(C) 11950/2022

MRS. APARNA TICKOO BHAT

.....Petitioner

Through: Mr. Rohit Gandhi, Ms. Manpreet Kaur, Mr. Hargun Singh Kalra & Mr. Vidur Marwa, Advs.

versus

JAMIA MILLIA ISLAMIA & ORS.

.....Respondents

Through: Mr. Pritish Sabharwal, SC, JMI with Mr. Sanjeet Kumar & Ms. Shweta Singh, Advs.

31

+ W.P.(C) 12009/2022 & CM APPL. 35854/2022

KUMUD BEHARI SINHA

.....Petitioner

Through: Mr. Rohit Gandhi, Ms. Manpreet Kaur, Mr. Hargun Singh Kalra & Mr. Vidur Marwa, Advs.

versus

JAMIA MILLIA ISLAMIA & ORS.

.....Respondent

Through: Mr. Pritish Sabharwal, SC, JMI with Mr. Sanjeet Kumar & Ms. Shweta Singh, Advs.
Mr. Sandeep Tyagi, SPC for R-1.

32

+ W.P.(C) 12020/2022

MOHD. ZAKI AHMAD

.....Petitioner

Through: Mr. Rohit Gandhi, Ms. Manpreet Kaur, Mr. Hargun Singh Kalra & Mr. Vidur Marwa, Advs.

versus

JAMIA MILLIA ISLAMIA & ORS.

.....Respondent

Through: Mr. Pritish Sabharwal, SC, JMI with Mr. Sanjeet Kumar & Ms. Shweta Singh, Advs.
Mr. J.K.Tripathi, SPC for R-3.



33

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W.P.(C) 12030/2022

MOHD. AZAM SHIBLI

.....Petitioner

Through: Mr. Rohit Gandhi, Ms. Manpreet Kaur, Mr. Hargun Singh Kalra & Mr. Vidur Marwa, Advs.

versus

JAMIA MILLIA ISLAMIA & ORS.

.....Respondents

Through: Mr. Pritish Sabharwal, SC, JMI with Mr. Sanjeet Kumar & Ms. Shweta Singh, Advs.

34

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W.P.(C) 12093/2022 & CM APPL. 36142/2022

MOHD. ISMAIL KHAN,

.....Petitioner

Through: Mr. Rohit Gandhi, Ms. Manpreet Kaur, Mr. Hargun Singh Kalra & Mr. Vidur Marwa, Advs.

versus

JAMIA MILLIA ISLAMIA & ORS.

.....Respondents

Through: Mr. Pritish Sabharwal, SC, JMI with Mr. Sanjeet Kumar & Ms. Shweta Singh, Advs.
Mr. Anshuman & Mr. Vaibhav V. Sood, Advs. for R-3.

35

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W.P.(C) 12129/2022 & CM APPL. 36247/2022

MR. SHAILESH KUMAR SAXENA,

.....Petitioner

Through: Mr. Rohit Gandhi, Ms. Manpreet Kaur, Mr. Hargun Singh Kalra & Mr. Vidur Marwa, Advs.

versus

JAMIA MILLIA ISLAMIA & ORS.

.....Respondents

Through: Mr. Pritish Sabharwal, SC, JMI with Mr. Sanjeet Kumar & Ms. Shweta Singh, Advs.
Mr. Raghvendra Shukla, Mr. Manu Shukla, Mr. Sampan & Ms. Asra



Chandra, Advs.

36

+ W.P.(C) 12156/2022 & CM APPL. 22312/2025
SHAMIM AHMAD

.....Petitioner

Through: Mr. Rohit Gandhi, Ms. Manpreet
Kaur, Mr. Hargun Singh Kalra & Mr.
Vidur Marwa, Advs.

versus

JAMIA MILLIA ISLAMIA & ORS.

.....Respondents

Through: Mr. Pritish Sabharwal, SC, JMI with
Mr. Sanjeet Kumar & Ms. Shweta
Singh, Advs.
Mr. Syed Abdul Haseeb & Mr. Syed
Abdur Rahman, Advs.

CORAM:

HON'BLE MR. JUSTICE SANJEEV NARULA

ORDER

% **14.01.2026**

1. Having regard to the commonality of issues and the overlapping factual background, the present petitions are being considered together.
2. The Petitioners were appointed under the Population Education Project, SRC, Jamia Millia Islamia, in terms of their respective appointment letters.
3. The appointment letters provide that the Petitioners' appointments were temporary, co-terminus with the project, and terminable by one month's notice, without any assurance of long-term continuance. The Petitioners, however, assert that their appointments were made pursuant to a selection process and that they were extended the pay scale and service benefits applicable to regular employees, including MACP.
4. The Petitioners further claim parity with Ms. Nilofar Rizvi, who, according to them, was appointed under an identical appointment letter,



completed her tenure, and was granted retiral benefits. Reliance is placed on the judgment dated 3rd April, 2018 passed in W.P.(C) 133/2016, which has attained finality and is stated to have been implemented.

5. In order to examine the plea of parity, Mr. Pritish Sabharwal, Standing Counsel appearing for Jamia Millia Islamia, is directed to file an affidavit clarifying whether, pursuant to the order dated 3rd April, 2018 passed in W.P.(C) 133/2016, retiral benefits including gratuity and leave encashment were extended to Ms. Nilofar Rizvi and whether any other similarly situated employees have been granted such retiral benefits. The affidavit shall be filed within a period of four weeks.

6. The Union of India shall also file its affidavit in terms of the directions issued on 25th April, 2024.

7. Renotify on 18th March, 2026.

SANJEEV NARULA, J

JANUARY 14, 2026/ng