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***SPECIAL ISSUE***

***OUR  
SECRETARY'S REPORTS***

**GOLDEN JUBILEE CELEBRATIONS**

**DR. P. B. RAGHUWANSHI**  
PRESIDENT

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## प्रस्तावना

प्रा.बी.टी.देशमुख, 'नुटा' चे माजी अध्यक्ष

संघटनेच्या गेल्या ५० वर्षांच्या आयुष्यामध्ये दरवर्षी संघटनेला येत गेलेला अनुभव ज्या ठिकाणी अधिकृतपणे साठवून ठेवण्यात आला आहे ते 'डबोले' म्हणजे संघटनेच्या सचिवांनी तयार केलेला आणि कार्यकारी मंडळाने व आमसभेने मान्य केलेला 'वार्षिक अहवाल' होय. असे सर्व वार्षिक अहवाल एका विशेषांकामध्ये समाविष्ट करून तो सुवर्ण महोत्सवी समारंभाच्या निमित्ताने प्रकाशित करावा, असा निर्णय नुटाच्या कार्यकारी मंडळाने सोमवार, दिनांक २२ जुलै २०१३ रोजी वर्धा येथे झालेल्या बैठकीत घेतला. संघटनेमध्ये कामाला सुरुवात केल्यानंतरच्या अगदी सुरुवातीच्या काळात याबाबतीत आलेला एक अनुभव येथे नमूद करण्यासारखा आहे. किंबहुना नुटाची स्थापना झाल्यानंतर याप्रकारच्या आंदोलनाचा अनुभव संघटनेनेसुद्धा पहिल्यांदाच घेतला होता. त्यामुळे त्या प्रसंगाचे विशेष महत्त्व मला वाटते.

२. सन १९६८-६९ या वर्षी मी 'नुटा'चा उपाध्यक्ष होतो. तत्पूर्वी २-३ वर्षे संघटनेत सक्रिय कार्यकर्ता म्हणून कार्यरत होतो. त्या वर्षादोन वर्षांमध्ये दुसऱ्या वेतन आयोगाच्या वेतनश्रेण्या लागू करण्यापासून फक्त विद्यापीठीय व महाविद्यालयीन शिक्षकांनाच खड्यासारखे वाजूला टाकण्यात आले होते. यामुळे विद्यापीठीय व महाविद्यालयीन शिक्षकांमध्ये तीव्र असंतोष होता. उच्च शिक्षणाचा स्तर कायम ठेवणे, दर्जा टिकवून ठेवणे तसेच सर्व राज्यात व सर्व विद्यापीठात त्या पातळीवर समन्वय राखण्याचे काम देशाच्या घटनेप्रमाणे केंद्रशासनाकडे सोपविण्यात आले होते. त्यासाठी विद्यापीठ अनुदान आयोगाचा कायदा झाला व आयोगाची स्थापना केंद्र शासनाने केली या गोष्टीला १०-१२ वर्षांचा काळ उलटून गेला होता. केंद्र शासनाने व विद्यापीठ अनुदान आयोगाने विद्यापीठीय व महाविद्यालयीन शिक्षकांसाठी वेतनश्रेण्या केवळ जाहीर केल्या नव्हत्या तर त्यामुळे येणाऱ्या जादा भारापैकी ८० टक्के भार उचलण्याचा केंद्राचा शासननिर्णय निर्गमित झाला होता. एक रुपयाची देखील आर्थिक मदत कोटूनही मिळत नसतांना राज्य शासकीय कर्मचाऱ्यांना, प्राथमिक व माध्यमिक शिक्षकांना वेतन आयोग शासनाने लागू केला होता. मात्र विद्यापीठीय व महाविद्यालयीन शिक्षकांना वाळीत टाकले होते, याची खूपच मोठी चिड प्राध्यापकांमध्ये त्यावेळी होती. त्यावेळी महाराष्ट्र प्राध्यापक महासंघाची स्थापना झालेली नव्हती. खुद्द 'नुटा'ची स्थापना होऊन ४-५ वर्षांचा काळसुद्धा झालेला नव्हता. असंतोष तर अत्यंत तीव्र होता. परिणामतः नुटाच्या कार्यकारी मंडळाने २० जानेवारी १९६८ रोजी होणाऱ्या नागपूर विद्यापीठाच्या पदवीदान समारंभावर बहिष्कार घालण्याचा कार्यक्रम जाहीर केला.

३. विद्यार्थ्यांच्या दृष्टीने अत्यंत जिद्दाल्याचा असा हा समारंभ असतो व त्यामुळे सर्व शिक्षक सुद्धा त्यामध्ये मनापासून व उत्साहाने सहभागी होत असतात. खरे म्हणजे मुळात संघटनेने घेतलेल्या बहिष्काराच्या निर्णयामध्ये आपण त्या समारंभात सहभागी व्हायचे नाही एवढेच अभिप्रेत होते. पण आता शिक्षकांच्या संघटनेनेच या समारंभावर बहिष्कार घातल्यामुळे नागपूरातील वातावरण सपाट्याने बदलत गेले. गुरुवर्य डॉ. भाऊसाहेब कोलते हे त्यावेळी नागपूर विद्यापीठाचे कुलगुरू होते. (१) विद्यापीठाचे कुलगुरू या नात्याने डॉ. भाऊसाहेबांच्या थेट व सच्च्या वागण्याचे चटके बसलेल्या सत्ताधारी पक्षातील काही लोकांनी त्यांची फजिती करण्याची नामी संधी म्हणून या प्रसंगाकडे पाहिले. (२) भाऊसाहेबांनी नागपूर विद्यापीठामध्ये मराठी भाषेला प्रतिष्ठित करण्याचा एक मोठा प्रयत्न त्यावेळी सुरू केला होता. सर्व पदव्यांची इंग्रजी नावे मराठीत केली, पदवी-पत्राचा मजकूर मराठीत तयार केला, पदवीदान समारंभात कुलगुरूसमोर अधिष्ठात्यांनी आपापल्या विद्या शाखेतील पदवीधारक सादर करतांना उच्चारवयाची

भाषणे, हे सर्व मराठीत तयार करून घेतले. (३) दीक्षांत समारंभाचे इंग्रजी स्वरूप बदलून त्याला भारतीय स्वरूप देण्यासाठी जे जुने झगो, टोप्यांची शिफ्तरे वगैरे सर्व काढून टाकून त्याऐवजी निरनिराळ्या पदव्यांसाठी निरनिराळ्या रंगांची, घडीच्या उपरण्याप्रमाणे शोभणारी उत्तरीये तयार करण्यात आली होती. (४) हा समारंभ भारतीय पद्धतीने मराठीतून होणार, याची वर्णने वर्तमानपत्रांनी धावयाला सुरुवात केली होती. पदव्यांची नावे व पदवीपत्रेही मराठीतून दिली जाणार, या बातम्यांनी मराठी-अमराठी वादाची फोडणी सुद्धा या प्रकरणात दाखल झाली. (५) भाऊसाहेब कोलते यांना त्यावेळी केंद्र शासनाचा पद्म पुरस्कार मिळण्याची शक्यता असल्याच्या बातम्या त्यापूर्वी महिना दोन महिने अगोदर वृत्तपत्रात आल्या होत्या, येत होत्या, त्यामुळे काहींच्या पोटात दुखू लागले होते. असे खुद्द भाऊसाहेब कोलते यांनीच कालांतराने सांगितले. (६) ऑल इंडिया स्टुडंट फेडरेशन या संघटनेने आपल्या काही मागण्यासाठी त्यादिवशी निदर्शने करण्याचा निर्णय घोषित केला. (७) अखिल भारतीय विद्यार्थी परिषदेनेसुद्धा आपल्या मागण्यासाठी महाराज बागेच्या प्रवेशद्वाराजवळ त्या दिवशी निदर्शने करण्याची घोषणा केली. (८) या सऱ्या गदारोळामध्ये "पदवीदान समारंभ आणि विद्यापीठ यांची प्रतिष्ठा कमी होईल असे कुणीही काहीही करू नये" असे एक पत्रक विद्यापीठांच्या काही हितचिंतक ज्येष्ठ नागरिकांनी काढले. (९) त्याचा काही चांगला परिणाम होणे वाजूला राहिले पण या पदवीदान समारंभासाठी मुख्य पाहणे म्हणून येण्याचे ज्यांनी मान्य केले होते ते केंद्र शासनातील शिक्षणमंत्री श्री. त्रिगुण सेन यांनी आपल्याला "दीक्षांत समारंभासाठी येता येणार नाही" असे कळविले. (१०) वेळेवर कसे तरी 'दादापूता' केल्यावर न्या. भवानीशंकर नियोगी यांनी प्रमुख पाहणे म्हणून येण्याचे मान्य केले. या सर्व बातम्या रोज वृत्तपत्रातून येत होत्या. पदवीदान समारंभ उधळला जाणार हे जवळजवळ स्पष्ट दिसू लागले होते. संघटनेमध्ये डॉ. भाऊसाहेब कोलते यांच्या विषयी व्यक्तीशः आदर असणाऱ्या शिक्षकांची संख्या मोठी होती, ही गोष्ट खरी असली तरी आता काहीही झाले तरी बहिष्कार मागे घेऊ नये याबाबत जवळ जवळ एकवाक्यता होती.

४. दुर्दैवाने पदवीदान समारंभ उधळल्या गेला तर त्या उधळणूकीशी संघटनेचा दुरान्वयानेसुद्धा संबंध नाही हे स्पष्ट व्हावे म्हणून त्यावेळेच्या संघटनेतील शिर्षस्थ नेत्यांनी एक महत्त्वपूर्ण अशी योजना आखली. ती योजना अशी होती की तिकडे पदवीदान समारंभ सुरू होण्यापूर्वी विद्यापीठीय व महाविद्यालयीन शिक्षकांची एक सभा बोलवावी व तो समारंभ संपेपर्यंत ती सभा सुरूच ठेवावी. त्यावेळी संघटनेच्या सभा विद्यापीठ ग्रंथालयातील रुम नं. १४ किंवा १७ मध्ये होत असत. पूर्वनियोजनाप्रमाणे त्याठिकाणी ती सभा सुरू झाली व पदवीदान समारंभ आटोपेपर्यंत सुरूच राहिली.

५. दिनांक २० जानेवारी १९६८ रोजी तिकडे पदवीदान समारंभात काय झाले याची थोडक्यात माहिती करून घेऊ. कुलगुरू, मुख्य पाहणे, कार्यकारी परिषदेचे सभासद, विद्या शाखांचे अधिष्ठाते व कुलसचिव यांची मिरवणूक येऊन व्यासपीठावर स्थानापन्न झाली आणि पदवीदान समारंभाला सुरुवात झाली. सरस्वती-स्तवन संपून पीएच.डी. प्राप्त विद्यार्थ्यांना त्यांच्या पदव्या देण्यात आल्या न आल्या तोच मंडपात मागच्या बाजूला बसलेल्या काही विद्यार्थ्यांनी गडबड करायला सुरुवात केली. त्यातील काही विद्यार्थी आपले उत्तरीय डोक्याभोवती फिरवीत "हुड और गाउन की फी लौटा दो" अशा घोषणा देत होते. त्याच वेळी मागे बसलेल्या काही विद्यार्थ्यांनी "हिंदी मे बोलो" अशी घोषणा देत गोंधळ घालण्याला सुरुवात केली. खुर्च्याची फेकाफेक झाली. त्यासरशी मंडपातील पाहणे व पदव्या घेण्यासाठी आलेले

( 'प्रस्तावना' पुढील मजकूर पृष्ठ २०२ वर पहा )

## 1963-64

### REPORT ON THE WORKING OF THE NAGPUR UNIVERSITY TEACHERS' ASSOCIATION DURING THE SESSION 1963-64.

About 75 University Teachers assembled on 1st July 1962 in the General Session of the Nagpur University Teachers' convention and established an Association of Teachers in Nagpur University. **Draft Constitution of the Association was adopted by the General Body of the Association at its meeting on 17-3-1963.** On 24th August, 1963, the General Body meeting elected Office-bearers of the Association and Members of the various Committees of the Association for the session 1963-64.

On 24th August 1963, a Special Convention of Teachers in the Nagpur University was held to discuss the proposed changes in the **Nagpur University Act**. A circular containing proposals relating to the composition of the Court, Academic Council and the Executive Council of the University was issued in advance by the Interim Committee of the Association to all teachers in the University. The Convention aroused considerable interest amongst University Teachers since the new legislation meant to affect the Teachers vis-a-vis the University. The convention devoted a full session to the discussion regarding composition of the University Bodies and made certain specific recommendations in light of which the Executive Committee of the Association was directed to prepare a detailed note to be sent to the Government of Maharashtra for their consideration.

The Executive Committee of the Association at its meeting on 5-9-1963, considered the provisions of the New Nagpur University Bill and appreciated the progressive changes incorporated in the New Legislation especially with regard to special representation to Teachers on the Executive council of the University. The Committee appointed a Sub-committee of Shri R.V. Ranade, Shri P.N. Chandurkar and Shri Y.W. Wadaskar to prepare a detailed Note on the provisions of the New Act. The Note was adopted by the Executive Committee at its meeting on 12th October which was immediately forwarded to the Government of Maharashtra for consideration. The Committee authorised the Secretary to meet the Education Minister and others in the Maharashtra Legislature in connection with the New Legislation and impress on them the view point of the Association. The Executive Committee is very happy to mention here that the Note submitted by the Association was very well received by Official as well as Non-official Sections of the Maharashtra Legislature. Almost all the suggestions made by the Association have been incorporated in the Bill by the Joint Select Committee. **The Association has undoubtedly played a very vital role in shaping the New Legislation relating to the Nagpur University.**

The Committee on Academic matters is preparing a report on the working and evaluation of "Three Year Degree Course" in Nagpur University. The Committee is yet to finalise its report. The Committee of Reference is preparing a Note on the working of Provident Fund in various Colleges. During the enquiry it was found out that a number of Colleges in the University do not have **Provident Fund Rules**. The Secretary discussed this matter with the University authorities. It is now learnt that the University has prepared model Provident Fund Rules for the Colleges. The Committee of Reference is yet to finalise its report regarding working of Provident Funds in the Colleges.

**During the first year of its existence the Association has emerged as a representative body of the University Teachers.** During their visits to a number of Colleges in mofussil areas, the Secretary and the President have noticed a growing awareness of need for the Association. The Executive Committee is aware that the work of the Association has not been as spectacular as some of us expected it to be. It is hoped that in the near future the Association will rise to their expectations. **Till to-day the total membership of the Association is 211 out of which 3 are life members.** One of the local Organizations has applied for

affiliation to the Association. It is hoped that in the ensuing year a number of local branches of the Association shall be formed at places outside Nagpur.

In view of need for a permanent office accommodation for the Association, it is desirable that a Building Fund is created for the Association. In this respect it is suggested that Government of Maharashtra may be requested to donate a piece of land to locate the Association Building.

S.A. DESHPANDE, President.

R.V. RANADE, Secretary.

## 1976

Dear friends ,

I consider it a proud privilege to accord you all a warm and cordial welcome on behalf of self and Executive Committee of N.U.T.A. Since our last Annual General Body meeting held on 9th April 1976, at Nagpur, we had three General Body Meetings and I feel that it is necessary to acquaint you with some important decisions taken in those meetings.

In the Annual General Body Meeting of last year the issue of raising the life membership from Rs.75/- to Rs. 150/- came up for discussion along with the proposal of closing the Annual Membership. Though the house was convinced about the reasons that necessitated this change the issue could not be considered in that meeting as it involved a change in the Constitution. **And this required a clear notice of three weeks. However, it was decided to hold, another meeting, for amending the Constitution.** Accordingly a meeting was convened on 9th of May at Amravati and all the pros and cons were discussed. Some teachers had certain apprehensions about this amendment and felt that this move will adversely affect the membership. The President and the Secretary assured the House that they would, see that even with this increase the membership will be more than the average membership of last five years. They also told that with better finances the members would get a better service. I am glad to state that we have accomplished the task we had undertaken. **The membership has crossed 500 mark and all these members are having an upto-date file of all important papers.**

The teachers of this University can never forget the year of 1976. It was nothing short of a nightmare. It started with the G.R. envisaging the separation of the teachers of degree and Jr.Colleges and **the problem of non-payment of salary haunted us through out the year.** It reached such an alarming stage that the problem of U.G.C.Scales became a secondary issue. Thousands of teachers and non-teachers had to carry out their duties without salaries for months together. The exemplary restraint shown by them in these trying months is a clear manifestation of their realisation of social obligations. The Govt, of Maharashtra, however, reciprocates this gesture by adopting the most casual approach towards this burning problem. The Chief Minister did not think it necessary to even meet our delegation. Letters sent to him and the Education Minister often remained unanswered. It was certainly not expected from a state wedded to social justice.

I place on record our sincere thanks to the Press of Maharashtra in general and Nagpur in particular. They were greatly instrumental in focussing the Govt, and the public attention towards this humanitarian problem. Certain prominent citizens, all over Vidarbha also came to our help. They formed citizens committee and initiated a dialogue with the Govt. A campaign of sending letters to the Prime Minister, Chief Minister was undertaken. The Govt. remained unmoved. Only when the discontent became vocal and sporadic agitations erupted, the Govt, intervened. As usual its solutions were on ad-hoc basis and did not aim at permanent solution. Nonetheless it gave us time to breath. Let me categorically state that N.U.T.A. is committed to see that this problem is permanently solved. It will strive hard to see that the problems of U.G.C. implementation, less payment and Govt. regulated salaries no more haunt us. We shall not hesitate to adopt even agitational ways to secure this goal. If the Govt.forces us to take any unpalatable steps , the responsibility of the consequences shall squarely lie with the Govt. I take this opportunity to acquaint you all with the decisions taken in our last Emergent General Body Meeting held at Amravati on 4th March and at MUFCTO level on 6th and 7th of March 1977. In both these meetings it was decided that if the Govt, continues its apathy towards the problem of this peace loving community, we, the teachers of Maharashtra

## 1965-75

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shall not undertake responsibility for any extra-curriculum activities from 1st of August 1977. If this fails to move the Govt, teaching work in all Colleges shall be stopped from 5th Sept. (Teachers day). The non-teaching association of Vidarbha has also decided to join us In this programme.

Friends I am aware that many of us are keen to do "some thing" immediately and they have lost their patience. I fully appreciate their views but if an agitation is to be carried out so many factors are to be considered. Hasty agitation may not solve our problems but its failure may damage the organisation. In spite of their sympathy with us teachers of other University were not willing to do any agitation at this stage. When we had taken these decisions the country was still in the clutches of emergency and it was difficult to get our statements through the press. **Last time in 1975 when our talks with the State Govt. had reached a delicate stage the Govt, shrewdly announced acceptance of the U.G.C. Scales. Most of the teachers had no opportunity to know various lacunae in it and there was a pressure on the organisation to withdraw the boycott from individuals and small groups. Some groups and individuals even made public statements to this effect.** The Govt. had realised that we had lost the lever we were holding. It adversely affected our talks and we failed to get certain pertinent clarifications. Let us resolve to see that this shall not happen in future. **We shall get our demands accepted which include among others. (1) U.G.C. scales (2) No increase in work load (3) Govt, regulated regular salaries.** I am sure that the Govt, will be reasonable and wiser counsel will prevail.

**The separation of teachers of Junior and Senior (degree) colleges had created an unprecedented tensions and uncertainties in the minds of many teachers.** Fully surplus, partial surplus, fully absorbed and similar problems like that were engrossing their minds. At one stage it was felt that a large no. of **teachers will be rendered surplus but due to considerate view adopted by the Ad-hoc Committee this number was minimised.**

These were the two major problems that we had to face last year. We have made honest efforts to solve them. In solving these problems many of our sympathisers at University level gave us valuable guidance and concrete help. The Vice-Chancellor of the Nagpur University Dr. D. Y. Gohokar, was very kind and helpful to us. I express my sincere thanks for all this guidance and help. All the local papers of Nagpur deserve special thanks for their unceasing efforts to bring our problems before every body. Though it may appear to be formal, I would like to thank you all for the endurance you have shown in all your problems and the way you have understood our difficulties and gave us necessary encouragement and guidance from time to time. I conclude this report on the optimism that the Secretary's next report shall contain the list of demands accepted and goals achieved. Wishing you all strength and success in fighting out the odds that face us and with renewed thanks to you all,

yours sincerely,,

A.V. BARHATE  
SECRETARY, NUTA  
(P.20-22 of 1977 NB)

## 1977

*Dear Friends,*

I, on behalf of self and the Executive Committee of NUTA extend you all a very cordial Welcome. Its my proud privilege to put before this August Gathering a brief account of our activities for the most eventful year of 1977. The dawn of 1977 was the darkest period for our teaching community and it was only through the determination of one and all that the year of 1977 ended on a satisfactory note, the events, I place, before you are not in a strict chronological order.

**SALARY :-** As you all know till recently the problem of non-payment of salary was threatening the very existence of the Colleges in Vidarbha. The Survival of Higher Education was at stake. The attitude of the Maharashtra Government was casual and unsympathetic. Restraints on the strikes and agitation had turned into arrogant indifference. The forbearance and patience of this peace loving community was fast evaporating.

The teachers expressed themselves very strongly on this issue at the Emergent G. B. meeting held on 4/3/1977 at Amravati.

The meeting unanimously passed the resolution urging the MFUCTO to seriously consider the boycotting of March/April Examinations. On 7th of March '77 we observed a demands day. NUTA representatives initiated the resolution and played a prominent role in MFUCTO's decision to boycott all University examinations from 5th of April.

The apathy of the Government towards our problems suddenly softened The Government which was ignoring all our appeals showed its eagerness for discussions with us. After detailed discussions with the Hon. Chief Minister, Shri Vasantao Patil it was agreed on either sides to have this salary problem solved by 30th of June 1977. A committee including our President Shri B. T. Deshmukh was formed. The MFUCTO reciprocated the gesture of the Government by withdrawing the "boycott". During discussions only the MFUCTO had made it clear to the Government that if the Government fails to keep its dates; MFUCTO will be constrained to launch a phased agitation from 1/8/77 as per its resolution. This included boycotting the extra-curricular activities and 'no teaching' from 5/9/77.

The Government faltered again and the salary problem remained unsolved even till 31st of July 1977. Naturally we entered the first phase of agitation and its impact on the University and the Government was sufficient to wake them up. But still the solution evaded us and we entered the second phase of 'no teaching' from 5/9/77. The strike was total and I am proud to state that Post -graduate and other teachers from the University Departments also joined us. **At last the long standing salary problem agreed to be solved on 14th of Sept. 77.**

We resumed our normal duties on 17/9/77. G. R. regarding a scheme to ensure regular and full payment was issued on 25/9/77. The scheme is new and is bound to have certain lacunae in it, in its formative period. The question of arrears of salary from 1/4/77 to Sept. '77 was to be solved by mid November. However due to some "gap of understanding" on the part of Government officials, this was delayed. Ultimately this too was solved by persistent efforts of the Executive.

**U. G. C SCALES :-** Our next important problem was that of the implementation of U. G. C. Scales. NUTA was all the while striving hard to overcome the hurdles in the shape of certain unjustified conditions laid down by the State Government and ultimately on this issue also we got our just reason accepted. The G. R on this issue was issued on 25/10/77. I must mention here one thing that during the emergency when the G. R. No. USG 1174/104287 II on U. G. C. Scales was issued on 4th Oct. 1975, NUTA published a booklet एक निवेदन pointing out the various lacunas in it and was submitted to Mah. Government. I am proud to State that due to consistent efforts on part of the NUTA and other organisations in Maharashtra, the Maharashtra Government was made to review its original G.R. and another G. R No. USG 1177/129387/SXXXII dt. 25th Oct. 1977 was issued removing the various lacunas present in its previous G. R dt. 4th Oct. 1975. But with deep regret, I have to say that in spite of the G. R. regarding implementation of the U. G. C. scales was issued in the month of Nov. 1977, the actual disbursement of the salary and arrears. according to the U G. C. scales has not yet been enforced"

**MEMBERSHIP :** The NUTA executive has been always conscious of the deep feeling of the teachers on this sensitive issue. Some doubts were raised during the strike period and the members of the Executive made honest efforts to ascertain the views of all and to explain them the background of the present system of membership. The issue was intimately discussed on many a tables and did help us in removing misunderstandings in certain quarters. The General Body meeting held on 30/10/77 provided, ample opportunity to the teachers and the members to express their views. The decision to continue and strengthen the existing system of Life Membership was taken. All along on this issue we adhered to the democratic principles which we all cherish.

In my last report I had assured that the **membership ( which then was about 500) will be doubled. I am glad to state that due to your co-operation the membership has crossed thousand ( including partial payment).** On behalf of the Executive Committee I assure you that the Executive Committee with cooperation from you all, will try its best to increase the membership to 1200 by the end of this year i. e. 1978.

This year we have also established **units at District and College levels**, by which the organisation has reached to each and every college. For this necessary byelaws were framed by

the Executive Committee and were accepted by General Body.

Out of the 9 district units, 8 district units have been established and 34 college units have been reported established. I hope that we will be able to complete this work of establishing district and college units by June-July, 1978.

The solution of some of our outstanding problems should not lead us to complacency, because

there are many more things like Medical Allowance Pension cum Gratuity, contributory P, F. cum Gratuity more representation to teachers on L. M. C, backlog of salary prior to 1-4-77 etc, which are still to be solved. For which our unity, solidarity and determination will again be required as in the past.

**ACADAMIC ACTIVITIES :** I am proud to place on record that the NUTA is conseious about its academic duties also, our teacher's under NUTA banner, helped the student of standard XII, by publishing model questions answers, through local daily i. e. Nagpur Times, students as well as guardians recognised this endeavour of our teachers warmly. These efforts were of particular importance in view of the standard XII examination being faced by the students for the first time in 10+2 + 3 pattern.

However I have no hesitation in accepting that by and large the attitude of the Government of Maharashtra and University has positively changed in favour. Only because of this change in the attituded and strong unity of the teaching community hope of getting our demands solved in 1977; could be fulfilled.

The elections of the office bearers and Executive Committee members were held on 27th March 1977 and for the **first time the term is for three years.**

During the reporting year, the organisation .have to face a serious financial crisis, on account of unforeseen heavy expenditure that had to be incurred on printing, postage, meetings with the Govt for negotiations, because of our historic agitation for resolving the chronic issue of non-payment of salary and implementation of U. G. C. scales. It is my duty to bring this to the notice of all members and teachers and appeal for donation of Rs. 51/- as resolved by Executive Committee. Self help is the best help and, our generous donations alone will help to tide over the situation and facilitate us to concentrate on other issues.

I am thankful to the local press and the representatives of Akashwani, of various National dailies for their adequate coverage. This report shall not be complete unless I humbly place on record our sincere thanks to the students and citizens who supported us during our period of crisis,

Thanking you all,

A.V. BARHATE  
SECRETARY, NUTA  
(P.42-43 of 1978 NB)

## 1978

Dear Friends,

1. I have a great pleasure in according you a cordial welcome on behalf of the Executive Committee of NUTA and myself. I also take this opportunity to present to you all an account of our activities and achievements of the past year (i.e. 1978). Quantitatively this year's report is perhaps the smallest in comparison with the past 6-7 years' reports. The qualitative assessment shall be different. However, one thing is certain that last year was a year of respite.

2. **THE SALARY SCHEME**, for which we bitterly fought, has over come its initial troubles and is having a smooth sailing. The scheme had some drawbacks and was giving rise to many apprehensions in its formative period.

3. The Maharashtra Government did not clear the backlog of salaries for the period from 1-4-77 to Sept. 77; inspite of the written commitments by the Govt. The N.U.T.A. executive had to take up the matter at the highest level. The executive had decided to launch an agitation from 3rd Jan. 1978 'but the Govt, came forward with adhoc assistance the salary back-log was paid. As such the need to agitate did not arise. As per the Govt's promise the U.G.C. scales were implemented from August salary. In absence of the necessary statute the Vice-Chancellor was requested to issue a directive under 11 (6) (b). The Vice-Chancellor favourably responded and the scales could be implemented. There are certain problems arising out of the implementation of the U.G.C. scales and these are being taken up with the Govt.

4. Alongwith the salary other qualifying conditions were also specified and are being adhered to in all the affiliated Colleges, These relate to the working hours, work load, etc. These are as per the agreement between the Govt, and the M.F.U.C.T.O. It must be mentioned here that due to our efforts the ratio of 6 : 5 for Practical and Theory periods has been replaced by 6:6.

5. The Industrial Dispute Act became applicable to the Educational Institutions because of the interpretation of the Supreme Court. But the Govt, of India, in its "Industrial Relations Bill", is trying to delete the Educational Institutions from this Act. The N.U.T.A. executive as well as the General Body (Dt. 27th Oct. 78) has condemned the attitude of the Central Govt. and we have conveyed our strong feelings over this issue to the Govt.

6. Our .membership is steadily growing though not to our expectations.

7. The NUTA Bulletin has proved to be an excellent link between the executive and the members. The Editor and Printer deserve full credit for providing the members with the necessary up-to-date information.

8. Though we are successful in solving some of the major problems, there are some problems of equal importance which are yet to be solved and the NUTA will certainly move in these matters also. At the same time, the NUTA intends to devote itself to the problem of educational reforms. It is also studying the pattern of 8+4 + 3 which is likely to be sponsored by Govt, of India. Though it will be premature to say any thing on it, we can say that we are duty bound to protect the interest of the teaching community and shall not accept any scheme or pattern prepared without any consideration for the teachers and the taught.

9. I am thankful to the press and the representatives of various National Dailies for their adequate coverage. This report shall not be complete unless I humbly place on record oursincere thanks to the students and citizens who supported us during our period of crises.

Thanking you all,

A.V. BARHATE  
SECRETARY, NUTA  
(P.81-82 of 1979 NB)

## 1979

अध्यक्ष महाराज आणि मित्रहो.

१. संघटनेच्या या आमसभेत आपणा सर्वांचे माझ्या आणि कार्यकारिणीच्या वतीने स्वागत करतांना मला अतिशय आनंद होत आहे. नुटाच्या घटनेच्या परिच्छेद ६ (ब) (३) नुसार ३१ डिसेंबर, १९७९ ला संपणाऱ्या वर्षाचा कार्यकारिणीने तयार केलेला अहवाल परिच्छेद ६ (अ) (४) प्रमाणे आपणासमोर विचारार्थ व संमतीकरीता सादर करीत आहे.

२. आपल्यापैकी अनेकांना विद्यापीठ अनुदान आयोगाने मान्य केलेली वेतनश्रेणी मिळालेली असली तरी अजूनही **ग्रंथपाल आणि क्रिडा शिक्षकांना ही वेतनश्रेणी मिळालेली नाही.** ही वेतनश्रेणी ग्रंथपाल आणि क्रिडा शिक्षकांनाही मिळावी यासाठी संघटनेने सातत्याने प्रयत्न केलेले आहेत. यास्तव अखिल भारतीय प्राध्यापक संघटनेने १२.१२.८७ ला संसदेसमोर केलेल्या निदर्शनात आपल्या संघटनेने प्रतिनिधी मंडळ पाठविले होते. या निदर्शनांतर तत्कालीन शिक्षण मंत्री चुन्दर यांचेशी बोलणी झाली होती व हा प्रश्न शक्यतो लवकर सोडविण्याचे आश्वासन मंत्रीमहोदयांनी दिले होते. या प्रश्नाकरीता प्रत्येक महाविद्यालयातील शिक्षकांकडून केन्द्रीय शिक्षण मंत्र्याकडे तारा पाठविण्याचा जो उपक्रम संघटनेने हाती घेतला होता, त्यास भरघोस प्रतिसाद मिळाला होता.

३. **विद्यापीठ अनुदान आयोगाने मान्य केलेली वेतनश्रेणी आणि नियमित वेतन आपणाला या वर्षाच्या आधीच मिळू लागले होते.** या वर्षात या वेतनश्रेणीच्या थकवाकीचा पहिला हप्ताही १९७९ च्या पहिल्या तिमाहीत मिळालेला आहे. उर्वरीत थकवाकी या वर्षातच मिळावी असा संघटनेने आणि महाराष्ट्र प्राध्यापक संघाने प्रयत्न केला होता. परंतु अनेक महाविद्यालयांचे संबंधित तत्के शासनाकडे वेळेवर पोहचू शकले नसल्याने व अन्य काही कारणांनी या वर्षात संपूर्ण थकवाकी मिळू शकली नाही.

४. **सेवेतून काढल्या जाणाऱ्या शिक्षकांचा प्रश्न सोडविण्यासाठी न्यायाधिकरणाची व्यवस्था असावी ही संघटनेची बरीच जूनी मागणी होती.** मुख्यमंत्र्याबरोबर झालेल्या चर्चेनंतर जे मतैक्य नोंदविल्या गेले होते त्यांत न्यायाधिकरणाची व्यवस्था प्रस्थापित करण्याचे मान्य करण्यात आले होते. न्यायाधिकरणाची मागणी जरी शासनाने मान्य केली होती तरीही या न्यायाधिकरणावर न्यायाधिशाशिवाय इतरही व्यक्तींची नेमणूक करण्याची तरतूद कायद्यात होती. न्यायाधिकरणावर न्यायाधिशाचीच

नियुक्ती व्हावी अशी संस्थेने सातत्याने मागणी केली व त्याप्रमाणे ३ मे १९७९ च्या महाराष्ट्र शासनाच्या अधिसूचनेद्वारा एका सेवानिवृत्त जिल्हा व सत्र न्यायाधिशांची नियुक्ती या न्यायाधिकरणावर झालेली आहे. सेवामुक्त करण्यात आलेल्या शिक्षकांच्या कैफियतीची गुणावगुणांच्या कायदेशीर कसोटीवर चिकित्सा करून निर्णय देण्याची ही व्यवस्था म्हणजे शिक्षक संघटनांनी अहवाल वर्षामध्ये साध्य केलेली अतिशय मौलिक व्यवस्था आहे, असे म्हटल्यास वावगे होणार नाही. न्यायाधिकरणाच्या प्रत्यक्ष कामकाजाच्या अवलोकनानंतर या व्यवस्थेमध्ये काही बदल करण्याची आवश्यकता आहे काय याबाबत संघटनेला शासनाकडे मत नोंदविता येईल.

५. अहवाल वर्षामध्ये आपली सदस्य संख्या १२५० च्या घरात गेलेली असली तरीही सदस्य वाढीचा वेग अतिशय मंद आहे, ही वाव सुद्धा आपल्या निदर्शनास आणणे मी माझे कर्तव्य समजतो. वर्षेच्या आमसभेत प्रत्येक सदस्याने ५१ रुपये देणगी द्यावी असा ठराव झाला होता. परंतु अजूनही बहुसंख्य सदस्यांनी ही देणगी दिलेली नाही. संघटना आर्थिक त्रुटीत असतांना या बाबीकडे आपण प्रकर्षाने लक्ष देणे आवश्यक आहे.

६. तीन वर्षापूर्वी मंगरुळपीर येथील वसंतराव नाईक महाविद्यालयातील सर्व प्राध्यापकांना सेवेवरून कमी करण्यात आले होते. त्या सर्वांना परत कामावर घेण्यात यावे असा संघटनेचा प्रयत्न होता. संघटनेच्या आमसभेने यवतमाळ अधिवेशनात तसा ठरावही मंजूर केला होता. संघटनेच्या विद्यापीठातील प्रतिनिधींनी या व अन्य कारणासाठी वसंतराव नाईक महाविद्यालयाची मान्यता अडवून धरली होती. याच प्रयत्नामुळे या शिक्षकांना कामावर परत घेण्यासाठी अनुकूल वातावरण या वर्षात निर्माण झाले.

७. नुटाच्या कामाचा व्याप संपूर्ण विदर्भात असल्यामुळे आपण आपल्या आमसभा विदर्भातील विविध ठिकाणी घेत असतो. अहवाल वर्षामध्ये ब्रह्मपूरी आणि पुसद येथे नुटाच्या आमसभा झाल्या. वस्तुतः या दोनही ठिकाणी आमसभा भरविण्याकरिता चांगल्या सोईसवलती उपलब्ध असल्या तरीही दोनही ठिकाणे भौगोलिक दृष्ट्या ग्रामिण भागात आहेत. परंतु असे असून सुद्धा या ठिकाणी अनेक सदस्यांनी हजेरी लावून सहकार्य दिले. पुसद येथे तर नुटाच्या इतिहासात आमसभेत कधीही नव्हती एवढी उपस्थिती होती.

८. नुटा बुलेटीन सेवेच्या उपक्रमाचे हे तिसरे वर्ष आहे. गेल्या दोन वर्षांप्रमाणेच या अहवाल वर्षातसुद्धा नुटा बुलेटीनच्या माध्यमातून सदस्यांना महत्वाची माहिती पुरविण्यात आली. अहवाल वर्षात बुलेटीनच्याद्वारे प्रसृत करण्यात आलेल्या मुद्रित पृष्ठांची संख्या १३९ असून त्या द्वारे कायम स्वरूपाचे महत्त्व असलेली अनेक कागदपत्रे सभासदांपर्यंत पोचविण्यात आली. नागपूर विद्यापीठाचे सर्व परिणियम, भविष्य निर्वाह निधी कायदा व त्याबाबतचे नियम, कॉलेज कोड इत्यादी महत्वाच्या कागदपत्रांचा उल्लेख याबाबत करता येईल.

९. अहवाल वर्षामध्ये पुसद येथे झालेल्या आमसभेत १ जानेवारी, १९८० ते ३१ डिसेंबर, १९९२ या तीन वर्षांच्या कालावधीसाठी नवीन कार्यकारी मंडळ निवडण्यात आले. जुन्या कार्यकारिणीने शिक्षकांच्या समस्यांसंबंधी केलेल्या भरघोस कामाबद्दल व तसेच कार्यकारिणातील निवृत्त सदस्यांनी केलेल्या सेवेबद्दल या कार्यकारिणीतर्फे त्यांचे आभार मानणे, मी माझे कर्तव्य समजतो.

धन्यवाद.

अरविंद बारहाते

सचिव, नुटा

(P.19 & 20 of 1980 NB)

## 1980

Dear Friends,

1. I have a great pleasure in according you all a cordial welcome on behalf of the Executive Committee of NUTA and on my behalf. It is indeed a proud privilege to place before this gathering a brief account of our last years, activities and achievements.

2. The new Executive Committee of NUTA duly elected by the General Body held on 23rd September 1979 assumed Office from 1st of January 1980 for three years.

3. After waiting for more than fourteen years since the last pay revision the College Librarians and Directors of Physical Education have been badly let down by the Government of Maharashtra. Though the Maharashtra Government has issued a G. R. announcing new scales to Librarians and Directors of Physical Education most of them would stagnate right from the present day. The last revision of scales in 1966 established a parity of these two cadres with the College Teachers. But on 13th September, 1980 issuing a G. R. for the next pay revision, the Maharashtra Government has decided to do away with this parity while giving College Lecturers the scales of 700-1300-1600 and a lower scale for Directors of Physical Education and Librarians NUTA in line with MFUCTO has totally rejected these scales and reiterated its demand for parity of scales as

between College Teachers and D. P. Ed. and Librarians. As per the call of MFUCTO and NUTA the teachers in general and Physical Education teachers in particular boycotted the inter collegiate and inter-university sports. NUTA participated in a Morcha to Assembly at Nagpur on 22nd December, 1980. On the floor of the Council also President, NUTA and member of the Council Shri B. T. Deshmukh focussed the issue of P. E. T.'s and Librarians. The battle is not yet over. Meanwhile the AIFUCTO is also proposing to launch an agitation at All India level for this and other long standing issues. We have to prepare ourselves for it.

4. NUTA has been continuing to focus the attention of the State and Central Government on our various problems and participated in a Morcha organised by MFUCTO on 1st of August 1980 and submitted to the Chief Minister a memorandum as circulated on Page 35 of 1980 NUTA Bulletin., As per the directive of the MFUCTO, members of the Executive Committee and Presidents/Secretaries of the district Units of NUTA did not participate in the meetings of B.U.T. R., D. R. C, Library Committee Finance Committee, Accounts Committee and Board of Extra Mural Studies of the Nagpur University. The boycott was completely successful. In accordance with the directive of the AIFUCTO NUTA successfully carried out a 'Telegram Campaign, on 5th September, 1980. The response from the teachers was excellent.

5. To clear the doubts in respect of the membership of the teachers in Junior Colleges attached to colleges, the constitution of the Association was suitably amended. A policy statement regarding the Junior College teacher's was also accepted by the General Body and the bye-laws of the Districts' Units have been suitably amended to provide representation to Junior College teachers. These changes have established complete parity, at the Organisation level between the teachers of the Degree and Junior Colleges and has ensured the participation of Junior Colleges' Teachers at every level of the Organisation.

6. Taking into consideration the fact that in general the teachers appointed in Junior Colleges are completing two years of their service the MFUCTO first solved the issue of their service conditions. The MFUCTO in its meeting held in December 1980 prepared a policy regarding the problems of junior college teachers. Then in MFUCTO'S meeting with the then Chief Minister, Education Minister and Finance Minister on 8th Feb. 1980 an assurance regarding confirmation of teachers appointed in Junior Colleges was obtained. The similar assurance was also obtained for teachers not possessing B. Ed. degrees. Subsequently a G. R. in this regard was issued by the state Govt, in March 1980.

7. Some time in the month of June/July 1980, again a sense of insecurity in service was created in the minds of College teachers particularly those who were Junior in Service, when Maharashtra Government issued a G. R. No. NGC/2079/4781/XXV prescribing the norms for minimum work load for a full time Senior College teacher. the G. R. prescribed that for a full time teacher minimum workload must be of 15 periods. On the basis of this G. R. Management of Arts and Com. College, Arvi terminated the services of Shri Somwanshi, lecturer in Political Science. The matter was immediately taken up by NUTA representatives on the Executive council of Nagpur university with the Hon'ble Vice Chancellor and the Principal of the College. Hon'ble Vice Chancellor immediately issued a stay order to the termination of Shri Somavanshi. Then the matter was taken up in the meeting with the Education Minister by MFUCTO and the operation of the G.R. was stayed by the Maharashtra Government.

8. I am glad to inform you that during the year under report, NUTA was successful in solving the long pending issue of reinstatement of six teachers of V. Naik Arts and Commerce College, Mangrulpir. NUTA's Executive Committee members who are also the members of Executive Council of Nagpur University took up this matter at the level of Executive Council of the University. Thereupon Prof. B T. Deshmukh was requested by the Executive Council of Nagpur University to prepare a detailed report. On the basis of this report then the University started the proceedings of withdrawal of affiliation by issuing a notice to College under Sub-section (8) of Section (49) of Nagpur University Act. Ultimately the Management of V. N. Arts & Commerce College Mangrulpir complied with the direction issued by the Nagpur University. I would just like to remind you at this stage that in last years' i. e. 1979 Annual Report (circulated on Page 20 of NUTA Bulletin) it was stated that an

atmosphere was created to reinstate the six terminated teachers. I must also place on record that this House itself was sensitive on this issue and had passed a resolution in its meeting held at Yavatmal.

9. NUTA also played a major role in the reinstatement of Prof. S. R. Kshirsagar of G. S. College, Wardha. Prof. Kshirsagar's services were terminated on 29.2.1976 by the College. He resumed his service in G. S. College, Wardha again on 17.6.1980. During this period of three years, from 21.7.1977 to his joining back to G. S. College, he was absorbed in Anand Niketan College, Warora. Our Secretary Prof. Arvind Barhate, Vice President Prof. D. S. Jajurley and Prof. V. K. Pande Ex. Committee member were constantly guiding him and helping him in absorption in one College or the other. In this context I appreciate the efforts made by Wardha Dist. unit in rendering timely financial help to him.

10. Statute 53 which was assented to by the Hon'ble Chancellor on 2nd Jan. 1978 regarding "providing for the confirmation of teachers working in affiliated colleges" has in other words become the law banning the termination of services of teachers. The number of cases decided by the Tribunal during the year under report certifies this Statement. I am proud to say that the draft of the said statute was prepared initially by the President of the Association. Most timely action initiated by the Association in this respect in the year 1975 took shape as a full-fledged statute in the year 1978 and proved to be a life saving drug for many teachers including Principals during the year under report.

11a. In July, 1980 a G. R. regarding the number of periods allotted to each subject per week was issued by the Maharashtra Government which created a confusion and contradiction regarding the number of periods per week per subject allotted by Adhoc Committee and the periods prescribed by the G. R. Immediately the issue was taken up by Prof. B. T. Deshmukh and Prof. Arvind Barhate in the Executive Council and with the Director of Higher Education Shri Y. M. Dube at Nagpur. A meeting was arranged by Shri Dube at Nagpur. The meeting was attended by Principal G. M. Kulkarni, Principal L.D. Deshmukh, Shri M. M. Lanjewar, Principal Ayachit and from NUTA side by Shri B. T. Deshmukh and Shri Arvind Barhate. In the meeting it was decided that the number of periods per week per subject allotted by Adhoc Committee shall be accepted by the Government side.

b. At Nagpur University Executive Council level the President, Secretary and Prof. B. B. Heda could successfully convince the Executive Council to keep the operation of the directive No AC/CO/G/774 dated 6th November 1978 issued by the Hon'ble Vice Chancellor in abeyance. Accordingly the Circular No. AC/CO/Dir/G/5733 dated 28-10-80 was issued by the University.

12. During this period Principal S. K. Porwal College, Kamptee issued a letter to Prof. P. V. Pande (a P 1 category teacher) asking him to state whether he wanted to be on the establishment of the Degree College or Junior College. The matter was immediately taken up by the President with the Principal S. K. Porwal College after getting the complaint from Prof. P.V.Pande. I am glad to inform you that the most unhappy order was subsequently withdrawn by the Principal.

13. Though the salary scheme was made applicable to Arts, Commerce, Science and B.Ed. Colleges by the Maharashtra Government, it was not made applicable to Ayurvedic Colleges. NUTA through MFUCTO took up the matter at Government level and finally a G. R. dated 2nd May 1980 was issued by the Maharashtra Government for a scheme to ensure regular and full payment of salary to employees of aided Ayurvedic Non-Government Colleges. NUTA is aware that due to defective Grant-in-aid formula the issue of irregular Payment of salaries to the employees of Ayurvedic College is still in existence.

14. NUTA Bulletin has completed 4 years of its purposeful existence. This year also NUTA Executive tried to supply information like various G.Rs, Circulars issued by the Maharashtra Government, Nagpur University etc. to its members.

15. NUTA Executive took a bold and historic decision of entering into the fray of M.L.C'S elections and set up a Candidate from the Vidarbha Graduates Constituency. This decision of the Executive Committee was overwhelmingly appreciated by the General Body. It was felt that direct participation of a

teacher who is responsible to teachers organisation in the Council will be far more beneficial than representation through sympathisers. The assumption was proved correct when our President (now a member of Legislative Council) intervened in the debate and was largely instrumental in getting a positive response from the Minister of Social Welfare regarding the question of transferring Social Welfare Colleges from Social Welfare Department to Education Department. The overwhelming support from all corners to our candidate Mr. B. T. Deshmukh clearly proved beyond doubt the triumph of the momentous decision taken by the Executive Committee of NUTA.

16. This was for the first time, the NUTA Executive took a bold decision to support the only official candidate of the Secondary School Teachers' Organisation Shri P. Y. Datar who too was elected from the Vidarbha Teachers' Constituency with a thumping majority. I take this opportunity to congratulate Mr. B. T. Deshmukh and Shri P. Y. Datar on their victories on behalf of you all. The NUTA Executive places on record its sincere appreciation and hearty thanks to the Vidarbha Madhyamik Shikshak Sangh for its whole hearted co-operation

17. I am thankful to the Press and their representatives for their adequate coverage to the activities of the Association. I humbly place on record our sincere thanks to the voters of the Graduate and Teachers' Constituencies and hundreds of well-wishers who helped us in the election of Prof. B.T. Deshmukh and Shri P. Y. Datar to the Maharashtra Legislative Council. This report shall not be complete unless I acknowledge the active co-operation of the members in the activities of the Association

A.V. BARHATE  
SECRETARY, NUTA  
(P.08-10 of 1981 NB)

## 1981

Dear Friends,

1. I have a great pleasure in welcoming you all on behalf of the Executive Committee and on my own behalf at the General Body Meeting which is being held to-day the 28. 5.1982. It is my proud privilege to place before you a brief account of the activities and the achievements of the Association during the year under report

2. As you all know on August 1980, MFUCTO took a Morcha at Bombay and presented the charter of 35 demands to the Education Minister of Maharashtra Govt. Since then Govt. took no cognizance and many important problems of teaching community like U.G.C.scales to the Librarians, P.E.T's and Method Masters, Pension-cum-Gratuity, Medical allowances, L.T.C. etc. were kept pending. In order to apprise the Govt.regarding teachers sentiments MFUCTO gave a call of Mass Casual leave on 21st Jan.1981 in which NUTA actively participated. There was tremendous response from all the teachers. The Education Minister had given appointment to meet the office bearers of MFUCTO on 7.5.1981 but the meeting could not be held due to casual approach of the Govt.and apathy towards the teachers' problem. Since the State as well as Central Govt, was indifferent to our problems, AIFUCTO and MFUCTO gave a call for Mass Casual Leave on 5th September 1981. The mass casual leave applications on prescribed form were submitted to the Principals, Heads of the Deptt./V.C. Protest meetings were held and feelings were expressed.

As per the directions of AIFUCTO letters of the charter of demands with signatures of teachers were sent to Hon'ble Prime Minister on 10.12.1981 NUTA and MFUCTO joined the Notional Strike Programme on 15.12.1981 and submitted the memorandum of demands. Govt, was also informed that MFUCTO will be constrained to take stricter agitational programme, if it failed to take cognizance of our deep feelings about our demands.

3. The issues like Non-payment of salaries to employees of National Institute of Social work and Tirpude. College of Social Work was taken up by NUTA Executive. NUTA pressed for the transfer of these two colleges from Social Welfare Deptt. to the Education Department so that they will get their salary under Salary Scheme. MFUCTO is also pressing for this demand. Due to NUTA's efforts some progress is achieved

in this respect,

4. Representatives of MFUCTO were constantly pressing the Govt. for the problem of work load for full time and part time lecturers. As a result of successful deliberations, the G.R. on the norms of work load has been issued by the Govt. NUTA has played the important role and the Hon'ble Vice Chancellor has issued the necessary directives.

5. MFUCTO has been agitating against the condition of .consistently good academic record and condition of B+. Maharashtra Govt. had approached G.O.I, and U.G.C for relaxation of this condition. In the meanwhile many managements in different Univ. areas started giving notices to the teaching staff on the ground of nonfulfillment of the condition. It is through successful interference of MFUCTO that Govt. issued the G.R. preventing the termination of teaching staff till the receipt of instructions from GOI and UGC.

6. Some managements of the Private Colleges, wrongly interpreting the provisions of G.R. on work load terminated the teaching staff. NUTA immediately went to the rescue of these teachers and I am glad to put on record that Prof. P.S. Pande of Shegaon, Mrs. Gupte of S.B. Mahila Mahavidyalaya, Nagpur have been reinstated by the College after successful intervention by the office bearers.

7. This year elections of District Units of NUTA were held on 17th and 19th April 1981 as per the byelaws. The Executive Committee of NUTA congratulate all the office bearers and members of all nine district units of NUTA,

8. I am glad to inform you on 15th of August 1981, General Secretary of AIFUCTO Prof. Mrinmoy Bhattacharyya visited Nagpur and had deliberations with the Executive Committee of NUTA. Also President Prof. L.B. Keny, General Secretary . Prof. K.K. Theckedath and Prof .Manjarekar, E.N. of MFUCTO addressed the General Body of NUTA held on 26th July 1981 and requested all the college and University teachers including Junior college to be prepared for a bigger struggle under the banner of MFUCTO.

9. NUTA Bulletin has completed 5 years of its purposeful existence. This year also Executive of NUTA tried to supply information like G.R's circulars etc. issued by Maharashtra Government and Nagpur University to its members

10. I am thankful to the press and their representatives for their adequate coverage to the activities of the Association. This report shall not be complete unless I acknowledge the active cooperation of the members in the activities of the Association.

A. V. BARHATE  
SECRETARY, NUTA  
(P.14-16 of 1982 EX )

## 1982

Dear Friends,

1. I have a great pleasure in welcoming you all on behalf of the Executive Committee and on my own behalf for the General Body Meeting, being held today, the 10th April, 1983. It is my proud privilege to place before you a brief account of the activities and the achievements of the Association during the year under report.

2. As you know that since long the NUTA along with other sister organizations in Maharashtra under the banner of MFUCTO is struggling for the long standing demands of University, College and Junior College Teachers. The Organisation was required not only to struggle for the demands like leave Travel concession, Pension-cum-gratuity etc., but also for the implementation of the demands accepted by the Maharashtra Government, for example protection to P4, P5 teachers i.e. those who were in service as on 7.2.1975 when all the measures like request to Chief Minister, Dharna before the Assembly, mass C.L. etc. were exhausted, the teacher's organisations were left no alternative, but to boycott University and Board, examinations, In response to the call given by MFUCTO the NUTA also participated and gave a call to boycott all the work connected with University and Boards examination from 15th Feb. 1982. The response was very good. As per the call the teachers particularly from private colleges even did not attend the meetings of the 64 committees etc., The University and Boards authorities were forced to postpone the practical examinations since they could not get the internal or external examiners for con-

ducting practical examinations. The pressure was built up by the Organisation under the banner of MFUCTO, and lastly the **Maharashtra Government had dialogue with the Executive Committee of MFUCTO and accepted the major demands of University and College teachers on 24th April 1982.** Govt. of Maharashtra has agreed in writing to extend the benefit of pension cum-Gratuity L.T.C. and medical benefit scheme to University and college teachers. Application of U.G.C. scales of Rs. 700-1600 to the physical Education Teachers and Librarians with effect from 1.4.1980 was also accepted by the Govt. in writing. **L.T.C.G.R. is already issued and other G.R.s are awaited.**

3. Immediately after the University and Board's Examinations, the Maharashtra Govt. issued **ordinance No. III of 1982 on 25th May, 1982, fixing statutory duties on the employees of educational institutions in respect of examination.** The NUTA also resisted to this and decided to join with MFUCTO to challenge the said ordinance in court of the law. In the mean time the NUTA president and the member of legislative council Prof. B.T. Deshmukh along with Shri. P.Y. Datar and other teachers and Graduate representatives in Maharashtra L.Council **built up a pressure against this Ordinance with the help of MFUCTO, and ultimately the Maharashtra Govt. allowed it to lapse. I am further happy to inform you that the relevant bill** proposing to convert the said ordinance in to an Act was also finally withdrawn by the Maharashtra Govt. in the last month of the year under report i.e. at the Nagpur session of Maharashtra Legislature.

4. The NUTA executive Committee conducted an opinion poll on 20th Dec. 1982 on the National charter of Demands' as per the directive of AIFUCTO.

5. The NUTA was a host for the Executive Committee meeting of MFUCTO. The meeting of Executive Committee of MFUCTO was held at Amravati on 25th Dec. 1982, which was attended by leaders of Teachers organizations working at University and College level all over Maharashtra.

6. During the year under report Ordinance No. 24 was amended by the University bringing Private College Teachers on par with University Teachers with regard to leave facilities. Now as per this amendment the teachers engaged for University, Board and Govt.s work shall be treated as on duty. The notification was issued by the University on 7th Jan. 1982. The efforts of Teachers representative on Executive Council were mainly instrumental in achieving the above object.

7. This year, elections to the Executive Committee of NUTA were held in its General Body Meeting held on 31st Oct. 1982, at R.A.Arts and M.K.Commerce Mahavidyalaya, Washim for the tenure of three years to be effective from 1st January 1983.

8. I am glad to inform you that this year the NUTA Bulletin has completed six years of its purposeful existence. The Executive Committee of NUTA has tried it's best to supply the information like Govt. Resolutions, circulars issued by the University and the Govt. of Maharashtra from time to time to its members. This year we have circulated 34 pages in NUTA Bulletin. I am thankful to the Editor, printer and publisher of NUTA Bulletin for it. I also would like to place on record our appreciation of the services rendered by Dr. A.S.Satputale in respect of the publication of NUTA Bulletin.

9) I am thankful to the press and their representatives of adequate coverage to the activities of the Association. This report shall not be complete unless. I acknowledge the active cooperation of the members and even non members (University, College and Jr. College Teachers) in the activities of the Association and the response given by them to the various calls by the Association on different occasions.

A. V. BARHATE  
SECRETARY, NUTA  
(P.31 & 32 of 1983 NB)

## 1983

Dear Friends,

1. I have a great pleasure in according you all a cordial welcome on behalf of the Executive Committee of NUTA and on my own behalf It is indeed a proud privilege to place before this gathering a brief account of our last year's activities and the achievements.

2. The New Executive Committee of NUTA duly elected on 31 st October, 1982 assumed the office from 1st of January



1983 for a period of next three years.

3. The Association along with other sister organisations in Maharashtra under the banner of MFUCTO and at national level with AIFUCTO is struggling hard for the genuine demands of University, College and Junior College Teachers. All of you know that on 15 the Feb. 1982 in response to the call given by MFUCTO the Association also participated in boycotting the University and Boards examinations. The boycott was successful and hence the Maharashtra Govt, was forced to have a dialoge with the Executive Committee of MFUCTO and the Secretary Education Department by letter dt.24 th April. 1982 accepting the major demands of the teachers but though the demands were accepted, the Govt, did not issue the corresponding G. R. Hence the AIFUCTO and the NUTA gave a call of Mass Casual Leave on 3 rd March 1983 for the immediate implementation of the demands of AIFUCTO and the demands accepted by the Maharashtra Govt, in 1982, The issue of pension cum gratuity, the U. G. C. pay scale of Rs. 700-1600 to P. E. T. s and Librarians. The issue of Medical benefits was raised by the President of NUTA Prof. B. T. Deshmukh in Maharashtra Legislative Council and ultimately the Govt, issued the G. R. corresponding the Pension cum Gratuity Scheme to the teaching and non teaching staff of the colleges and Universities on 21 st July, 1983. Dear friends, the Association is fully aware that inspite of various meetings with the Education Minister and the Secretary, Education Department and also at the Council level the genuine issues like medical benefit, protection to P-4, P-5 teachers etc. were raised but the orders have not been issued by the Govt, of Maharashtra. The organisation is repeatedly raising these issues with the Maharashtra Govt.

4. The Vice Chancellor of Nagpur University Principal G. B. Kadam moved a resolution in Executive Council in its meeting on 24 th Jan 1983 to amend Sec. 5 of the statute 53 and by which he tried to bring again the atmosphere of Unstability amongst the affiliated college teachers, This move of the Vice Chancellor was turned down by the Executive council of the Nagpur University. This association places on record its gratitude towards the Executive Council.

5. A meeting of the teachers of Ayurved Colleges in Vidarbha was called by NUTA on 9.4.1983 at Gurukunj Ashram; Mozri to discuss the issue of irregular payment of salaries, non-payment of salaries to the teachers of Shri Ayurved Mahavidyalaya Nagpur, because of the stopping of the grant by Maharashtra Govt, to this College and other issues like the upgradation and pay scale of Demonstrators serving in various Ayurved colleges were discussed. These issues were raised at the Maharashtra Govt, level and also at the Council level and ultimately the Association NUTA was successful in solving some of the problems like payment of grant to Shri Ayurved Mahavidyalaya for making the payment of salaries to teachers.

6. As per the directive of AIFUCTO, the NUTA in order to show the solidarity gave a call to wear "Protest Badge" on 8, 9 and 10th December, 1983 to put forth three major demands.

i) Withdrawal of Hospitals and other institutions bills (ii) Revision of University and College Teachers Pay scales and (iii) Grant of interim relief to the college and university teachers. The response to this call was very good. On these days a 'Dharna' was arranged before the parliament in Delhi by AIFUCTO. The report received from the Secretary of AIFUCTO states that large number of teachers all over the country participated in this Dharna.

7. I am glad to inform you that the NUTA Bulletin has completed its seventh year of purposeful existence. The Executive committee of NUTA has tried its best to supply information like Govt. Resolutions etc from time to time to its members. This year we have circulated 56 pages in NUTA Bulletin.

8. I am thankful to the press and their representatives for adequate coverage to the activities of the Association. This report shall not be complete unless I acknowledge the active cooperation of the members and even non-members ( teachers serving in University college and Jr. college ) in the activities of the Association and the response given by them in the various activities of the Association on different occasions.

A.V, BARHATE  
SECRETARY, NUTA  
(P.04 of 1984 NB)

# 1984

Dear friends,

1. I have great pleasure in according you all a cordial welcome on behalf of the Executive Committee of NUTA and on my own behalf. It is indeed a proud privilege to place before this gathering, a brief account of our last year's activities and achievements.

2. a) **WORKLOAD** : As you all know that on 17th January 1984 U.G.C. issued guidelines regarding work-load of teachers in universities and colleges. While explaining the break up of workload for teachers, it is clearly mentioned in the circular that the Break-up of workload shown below is for the sake of example. It is not a rigid break up. Misinterpreting the circular and linking it with the payment of interim relief demand of NUTA the top officers of the Education Department of the Maharashtra Government, wanted to increase the workload of College and University Teachers. For this Director of Principals at Bombay, Pune etc. The circular was sharply and spontaneously resented by the teachers organisation all over India and also in the Maharashtra. The AIFUCTO in its General Council meeting at Kolhapur on 4th June 1985 strongly opposed the move and warned that the teachers will not accept any workload increase. NUTA also expressed its resentment and decided to defeat such a move by launching a statewide agitation under the banner of MFUCTO. NUTA also brought to the notice of the University / Maharashtra Govt, that the implementation of the circular means the violation of the agreement arrived at between the State Govt. and the MFUCTO in the High Court in Special Civil Application No. 2630 of 1976.

b) **UNIVERSITY ACT BILL** : On one hand NUTA was agitating for the implementation of the written assurance given by the Mah. Govt, on 24.4.1982 regarding Medical benefit and other demands, the Mah. Govt, introduced a bill No. XXXII of 1984 to replace the present University Act. The bill was intending to reduce the elected representation of teachers from all bodies of the University on the hand and on the other hand all powers were to concentrate in the hands of the Vice-Chancellor who himself is a nominee of the Chancellor i. e. the Government by giving him powers to nominate his representatives on all bodies of the Universities. NUTA strongly opposed to this bill and demanded its withdrawal.

c) **U.G.C. SCALES TO P. E. T.S. AND LIBRARIAN** : Though the college and University teachers got the U.G.C. Payscales from 1.1.1973, the Librarians and P. E. T's were deprived of it. NUTA under the banner of AIFUCTO and MFUCTO was struggling for it. The President Prof. B. T. Deshmukh raised the issue on the Council floor number of times. Finally the Organisation was successful in the getting G.R. issued on 20th April 1984. I am aware that NUTA succeeded in getting U.G.C scales for P.E.T's and Librarians from 1st April 1980, though it is demanding its implementation for P.E.T's and Librarians from 1.1.1973. Organisation is still agitating for the same.

2. Due to the apathy by the Mah, Govt, towards our demands, ultimately MFUCTO was forced to give a call to all university, College teachers to go on strike from 22nd November 1984 and to organise a morcha on assembly at Nagpur on 12th Nov. 1984. NUTA also decided to participate and started the preparation for it, by holding meetings of College and Junior College Teachers. But due to sad demise of our beloved Prime Minister Mrs. Indira Gandhi, MFUCTO Executive Committee in its meeting held at Nagpur on 12th Nov. 1984 decided to postpone the strike.

3. NUTA gave a call of one day total strike on 4th Sept. 1984 along with other organisations of working class people under the banner "Rajya Sarkari, Nimsarkari Karmachari and Sikshaka Samanwaya Samiti" for its demand of payment of interim relief pending revision of pay scales no increase in workload and other demands. The strike was a complete success

4. As you all know that U.G.C. has appointed a committee under the chairmanship of Dr. R. C. Mehrotra for revision of pay scales of University and College teachers and allied issues. The AIFUCTO submitted a memorandum to this committee on 16th May 1984 demanding a single running scale from Rs. 1500-100-250-150-3400-200-4000 covering all the three categories of teachers namely lecturers, Readers and Professors. In the memorandum the AIFUCTO has also demanded parity between University and college teachers and also insisted that P.E.T's

and Librarians should be given status and emoluments equivalent to those of teachers. It also further demanded full civic and political rights to teachers. In tune with the AIFUCTO memorandum NUTA also submitted a memorandum to Mehrotra Committee on 24th Sept. 1984, in which NUTA brought to the notice of the Committee certain facts like application of U.G.C. scales from different dates, non application of the benefits like Pension Gratuity, L.T.C. to teachers of Social work and Ayurvedic Colleges ect. NUTA requested the Committee to make definite recommendations to apply the new revised pay scales from the same date simultaneously to the University and college teachers. P.E.T's Librarians serving in Colleges falling under various ministries of the same Govt, to remove disparity between teachers, resulting from the decision taken by the various ministries of the same State Govt.

5. During the calendar year, NUTA Secretary Dr. Arvind Barhate was included in a AIFUCTO delegation which visited U.S.S.R. and East Germany During the visit the delegation visited various schools, colleges and Universities in U. S. S. R. and East Germany and also held talks with the leaders of teachers Union.

6. I am glad to inform you that the NUTA Bulletin has completed its 8th year of purposeful existance. The Executive Committee has tried its best to supply information like discussions at Council level regarding the various demands of college and university teachers, the Maharashtra Govts, 'stand on it the G.R. issued by Government etc, from time to time. This year we have circulated 22 pages in NUTA Bulletin.

7. I am thankful to press and their representatives for giving adequate coverage to the activities of the Association. This report shall not be complete unless I acknowledge the active cooperation of the NUTA members and also from nonmembers i. e. College University and Junior College teachers in the activities of the Assosication and the response given by them to the various calls given by the NUTA.

Thanking you.

Dr. A.V, BARHATE  
SECRETARY, NUTA  
(P.21-24 of 1985 NB)

## 1985

Dear Friends,

1. I have great pleasure in according you all a cordial welcome on behalf of the Exe-cutive Comrnittee of NUTA and on my own behalf. It is indeed a proud privilage to place before this gathering, a brief account of our last year's activities and achievements.

2. **INDEFINITE STRIKE CALL** : As you all know that during, the year 1984 NUTA and MFUCTO were agitating for the implementation of the written assurances given by the Maharashtra Govt, on 24.4.82, against the misinterpretation of the U. G. C. workload circular and linking it with the payment of interim relief demand of NUTA and the other important damands. The strike call given by MFUCTO from November 1984 was postponed due to the sad demise of our beloved Prime Minister Smt. Indira Gandhi. In the same resolution, Executive Committee of MFUCTO in its meeting held at Nagpur on 12th Nov. 1984 clearly stated that if the demands are not met with, the MFUCTO will be constrained to give the call of indefinite strike in near future. As usual the Mah. Govt, did not respond to this request. Hence the MFUCTO aud NUTA gave a call of indefinite strike by all university, college and Junior college Teachers from 11th Feb. 1985. Accordingly the notices were submitted to the Vice-Chancellor of Nagpur and Amravati Universities on 23rd January 1985 by taking a deputation to them. Meetings of teachers were organised at each district level which were largely attended by teachers of those districts. Most of the college teachers were ready to respond to the strike call given by NUTA. On 8th Feb. 1985 MFUCTO Executive Committee was invited by the then Chief Minister Shri. VasantDada Patil. and. finally he assured that :

i) The Maharashtra University bill would not be pressed in the Assembly without consulting the MFUCTO.

ii) The consensus on workload signed between the Mah. Govt, and MFUCTO in High Court of Judicature at Bombay in Special Civil Application No. 2630 of 1976, would be respected and there would be no attempt to increase the workload.

iii) Payment of interim relief would be considered.

iv) A full meeting between the MFUCTO and the Chief Minister would be held in April 1985 to discuss and to solve the pending issues. On the basis of these assurances, the MFUCTO then withdrew the ideofinite strike call. OF these assurances in respect of (i), (ii) and (iv) favourable actions were initiated by the Mah. Govt.

3. **MEDICAL BENEFIT** : You are fully aware of the fact that when NUTA withdrew the boycott of examinations on 24th April 1982, the Secretary of Education Dept. of Maharashtra under his signature assured the MFUCTO that extending the facility of medical benefit is accepted in principle and order would be issued in due course. In spite of this assurance orders were not issued till 1984. We have already informed you on page 17 of 1985 NUTA Bulletin that decision. of extending this facility to the college and university teachers was taken by the council of Ministers of the Govt. of Maharashtra on 26th March 1985. It gives me great pleasure in informing you that the said decision of the Council of Ministers was a direct result of the breach of Privilege Motion initiated by our representatives in Maharashtra Legislative Council.

G. R. to that effect was issued by the Government. I must place on record our appreciaiton for the parliamentary devices used by our President Prof. B. T. Deshmukh as Council Member in forcing the Mah. Govt, to implement the assurance of extending the medical benefit to College and University teachers like State Govt, employees. NUTA is aware that the matter of extending this facility to all junior College Teachers is still pending.

(4) **INTERIM RELIEF** : As regards the assurance of interim Relief. there is no positive action from the Maharashtra Govt. even though the U.G.C. has issued a letter on 17th Oct. 1985. to all the State Govts. to consider the payment of interim relief to all teachers. This problem was also raised by our President in Maharashtra Legislative Council. The full debate is circulated to you in NUTA Bulletin.

(5) **WORKLOAD OF TEACHERS** : On 2nd July 1985, teachers of Nagpur University held demonstrations before the Executive Council Meeting to press for the demand of allotment of 17 lectures and 3 periods to be allotted by the Principal of the College and implementation of the High Court decision regarding the strength of students in a practical batch i.e. 16 instead of 20, Following the demonstration the Registrar, Nagpur University under the direction of Vice-Chancellor gave in writing that the Executive Council of Nagpur University decided to implement Govt. Resolution. regarding 17 + 3 period and to implement the High /court decision. He further added that the directive to that effect will be issued by the University. In spite of the repeated request, the Nagpur University did not take any action to implement, its own assurance. Hence demonstrations were again held before the Executive Council meeting of Nagpur University on 20th Aug. 1985. Due to indifferent attitude by the then Executive Council, the teachers gheraoed the Executive Council members and the Vice Chancellor on 20th Aug. 1985 and ultimately Vice-Chancellor assured NUTA that he will issue directive under his special powers i.e. clause 11 (6) (b) of Nagpur University Act 1974 immediately. The directive No. 1 of 1985 implementing the workload of 17 + 3 per teacher per week was issued on 21st Aug. 1985 Vice Chancellor also said that a deputation under his chairmanship consisting two representatives of Executive Council and two representatives of NUTA will call upon the Govt. for pressing need of implementation of High Court judgement regarding a batch for practical class.

Necessary directions were also issued by Amravati University in this respect in due time for which we place on record our heartfelt gratitude towards the hon'ble Vice-Chancellor of Amravati University.

At the same time I feel duty bound to bring to your notice that attempts are being made at the UGC and also at the Maharashtra Govt. Level to increase the workload of college and University teachers. I am confident NUTA with your cooperation will fight against this attempt of increasing workload unto the last.

(6) **DHARNA AT UNIVERSITY LEVELS** : In first week of May 1985, the AIFUCTO organized a demonstration at the Boat Club in Delhi for 12 point National Charter of Demands which includes uniform running grade for all teachers with effect from 1.7.1978 payment of interim relief of 30 % of basic salary subject to minimum of Rs. 300/- per month. Democratisation of the governance of college and Universities. Common cader for +2 and +3 teachers under common service conditions etc. This action at all India level was followed by holding dharna on Teachers day,

5th Sept, 1985. Accordingly dharnas were arranged by NUTA at Nagpur and Amravati. Though it was raining at Nagpur the dharna was largely attended by teachers from Nagpur and Amravati as well as by teachers from outside of these two cities.

(7) **FUTURE ACTION** : Friends, upto now you must have observed that this year i.e. the year 1986 is going to be a year in which the NUTA in close cooperation with the MFUCTO and the AIFUCTO has to face many challenges and will have to prepare all teachers for struggle. The general Council of MFUCTO in its meeting held on 2nd March 1986 at Bombay has resolved to request to keep them ready to go on indefinite strike some time in July 1986. MFUCTO with its past experience firmly believes that the indefinite strike by all teachers all over Maharashtra is the only solution to get our just demands accepted.

8) I am glad to inform you that the NUTA Bulletin has completed its 9th year of purposeful existence. The Executive Committee has tried its best to supply information like discussions at council level regarding the various demands of College and University teachers, the Maharashtra Govt's, stand on it, the G. Rs. issued by Government etc. from time to time. This year we have circulated 38 pages of NUTA Bulletin.

9. I am thankful to the press and their representatives for adequate coverage to the activities of the Association. This report shall not be complete unless I acknowledge the active cooperation from all the college university and junior college teachers in the activities of the Organisation and the response given by them to the various calls given by NUTA.

Thanking you.

Dr. A. V. BARHATE  
SECRETARY, NUTA  
(P.29 & 30 of 1986 NB)

## 1986

Dear Friends,

1. I have a great pleasure in according you all a cordial welcome on behalf of the Executive Committee of NUTA and on my own behalf. It is indeed a proud privilege to place before this gathering, a brief account of our last year's activities and achievements.

2. **STRIKE** : NUTA gave a call of indefinite strike on 11th Feb. 1986 as per the directives of MFUCTO for its demands like payment of interim relief pending revision of pay scales, no increase in workload, immediate withdrawal of Bill No.32 of 1984 of the University Act, payment of medical allowance to college, University and Junior college teachers, payment of UGC pay scales from 1st January 1973 to P.E.T.'s and Librarians, free education to all upto 12th Standard, payment of Bonus to teachers etc. To organise the strike NUTA leaders Prof. B. T. Deshmukh, Dr. Arvind Barhate, Dr. Sharad Kalnawat, Dr. A. S. Satputaley and Prof. S. B. Chinchmalatpure addressed the meetings at various district levels during the period 2nd Feb. to 10th Feb. 1986.

Considering the letter received from the then Chairman Smt. Madhuri Ben Shah dt. 24th Jan. 1985 addressed to Vice-President AIFUCTO giving clarification about the increase in work load as per UGC letter dt. 17th Jan. 1984, issue of payment of interim relief etc. considering the assurances given by the then Chief Minister Shri Vasant Dada Patil on 8th Feb. 1986 in the meeting with Executive Committee of MFUCTO and also considering the fact that elections to State assembly had been announced, the Executive Committee of MFUCTO and then NUTA withdrew the indefinite strike call on 8th Feb. 1986.

B) Meantime NUTA and other teachers' organisations in Maharashtra under the banner of MFUCTO tried to have a dialogue with the Mah. Govt, but the apathy shown by the Mah. Govt. towards the pending demands of teachers, ultimately NUTA Executive Committee as per the decision taken by MFUCTO, had no alternative but to give a call of indefinite strike from 4th August 1986. Meantime the Mah. Govt. paid the first and even the second instalment to its employees and secondary teachers, except the college and university teachers, P. E. T.s and Librarians, NUTA President Prof. B. T. Deshmukh raised this issue in the Mah. Legislative Council and there was a discussion on 18th June 1986 regarding the demands of College and University teachers. Not satisfied by the replies given by the Mah. Govt., Prof. B. T. Deshmukh gave a call attention notice

on the issue of payment of interim relief on 27th June 1986 and finally the Mah. Govt. made a 'nivedan' on 2nd July 1986, on the Council Floor that the Mah Govt. has accepted the demand of payment of interim relief to College and University teachers and the G.R. to that effect was issued by the Mah. Govt, on 8th July 1986. Of course NUTA President could get this demand accepted in the council because of the pressure of indefinite strike raised by the NUTA and other sister organisations outside the Council. Meantime on July 15th and then on 28th and 29th the Mah. Govt. invited the MFUCTO Executive Committee to discuss the demands of the college, Junior college and University teachers and an agreement had reached with the Mah. Govt. NUTA, as per the decision taken by Executive Committee of MFUCTO on 29th July 1986, withdrew the strike call. As per the agreement the Mah. Govt, issued the various G.R.s. NUTA is aware that still some demands are pending.

3. **R.L.T SC AND L.R.T. COMMERCE COLLEGE** : The Officers of Education Deptt. deducted a huge amount from the salary grant payable to R.L.T. Sc and L.R.T. Commerce College, Akola, by changing P-I category given to 17 teachers of R.L.T. Sc College and 2 Lecturers of L.R.T. Commerce College by the Nagpur University Ad-hoc Committee. This issue was raised by President Shri B. T. Deshmukh along with Shri P. Y. Datar and Shri Somavanshi in Legislative Council on 10-1-1986 by giving a Call attention notice. The State Education Minister in reply made misleading statements. Hence on 15-1-1986 the President, NUTA gave a notice of a privilege motion against the State Education Minister. Hon'ble Chairman of the Council ruled on 16th January 1986 that the State Minister may submit his explanation. The State Education Minister submitted his explanation to the Chairman and it was read out in the Council on 22nd Jan. 1986. The Chairman then gave his ruling. It is a matter of pleasure for me to inform you that the status of these 19 teachers prevalent in 1976 was retained and further the Maharashtra Govt. accepted that they will not make any change to the disadvantage of these teachers.

4. **APPROVAL TO COLLEGE TEACHERS** : During the three academic session prior to the 1985-86 session, the Nagpur University was granting approval to the appointments of college teachers only for one session even though the selected teachers were qualified as per U.G.C. norms. Even some candidates though qualified and belonging to reserved category, were denied approvals on the permanent basis by Nagpur University during this period. This issue of granting approval for one session only was raised by our Secretary Dr. Arvind Barhate with the help of our treasurer Dr. A. S. Satputaley in the Executive Council meeting of Nagpur University. A committee was appointed under the Chairmanship of Dr. Arvind Barhate to grant the approval and since then the qualified teachers, appointed in vacancy other than the reserved vacancy, are granted approval on the permanent basis without any exception.

5. **ELECTION TO LEGISLATIVE COUNCIL FROM AMRAVATI REGION** : NUTA executive again declared the candidature of Prof. B. T. Deshmukh as its official candidate for the election to be held on 30th Nov. 1986 for the membership of the Legislative Council from Amravati Graduate Constituency. On NUTA's request mostly all the political parties supported the candidature of Prof. B. T. Deshmukh. Various organisations of working class peoples and others also supported his candidature. I am glad to place before you that with your whole hearted support, Prof. B. T. Deshmukh was elected again for the 2nd term with a convincing majority. NUTA Executive Committee is very much thankful to you and all others those who supported B. T. Deshmukh's candidature.

6. **TASK AHEAD** : Dear friends let me bring to your kind notice that the Mehrotra Committee's report regarding the revision of pay scales is submitted to the Central Govt. Though the IVth pay commission report is accepted by the Central Govt, for all categories, our report is still considered by the Central Govt. For number of months it was simply lying without any consideration. Now only after the unity shown by college and university teachers under the banner of MFUCTO on 25th Feb. 1987 by going on mass C L., the Central Govt, has only placed it before the cabinet. There is a long way to go unless we do not show our strength at all India level, under the banner of AIFUCTO and then at State level, under the banner of MFUCTO, the possibility of accepting the report after removing some conditions like improvement of qualifications for promotion is very less. I take this opportunity to inform you that in its meeting held at Ahmadabad on 23rd March 1987, the Executive Committee of AIFUCTO, has requested to all College and

University teachers to prepare themselves for an indefinite strike, some time in August 1987 I, know and I am sure that the teachers of Nagpur and Amravati University area under NUTA and MFUCTO's banner will participate in it, as has been done in the past.

7. **THE NUTA MEMBERSHIP** has reached 1790 at the end of this year. This year the increase in membership is 28. I also through you all appeal to other teachers to become the members of NUTA to make it more stronger.

8. I am glad to inform you that the NUTA Bulletin has completed its 9th year of purposeful existence. The Executive Committee through it has tried its best to post you up to date about the problems of college, junior college and university teachers by supplying information like various G.R. issued by Maharashtra Govt, stand on it etc. from time to time. This year we have circulated 52 pages in NUTA Bulletin.

9. I am thankful to the press and their representatives both from Nagpur and Amravati area, for adequate coverage to the activities of the Association. This report shall not be completed unless I acknowledge the active cooperation and support of the members of NUTA and also from non-members i.e. college University and Jr.College Teachers, in the activities of the Association and the response given by them to the various calls given by the NUTA.

Thanking you,

Dr. A.V, BARHATE  
SECRETARY, NUTA  
(P.13-15 of 1987 NB)

## 1987

Dear Friends,

I have great pleasure in according you all a cordial welcome on behalf of the Executive Committee of NUTA and on my own behalf. It is indeed a proud privilege for me to place before this gathering, a brief account of our last year's activities and achievements. .

2. **MASS CASUAL LEAVE** : The Executive Committee of AIFUCTO at its meeting held on 24th Jan. 1987 had given a call for one day's token strike/ casual leave of University and College teachers throughout the country on 25th Feb. 1987, to press for immediate pay revision and for the ten point charter of the AIFUCTO. This was to highlight numerous negative features in the Mehrotra Committee report. like a new entrant should not be confirmed unless he has completed one of the courses of newly established Indira Gandhi. national Open University, Teacher's assessment by students, contractual service and code of conduct, Autonomous colleges, common scale for the plus two and plus three stage etc. The Executive Committee of MFUCTO in its meeting on 8th Feb. 1988 at Aurangabad decided to give a call Mass Casual Leave on 25th Feb. 1987. NUTA also participated in this and as usual the response from University, college teachers was very good. Mostly all the teachers were on casual leave.

3. The apathy shown by the Central towards the long pending demands, had forced the Executive' Committee of AIFUCTO in its meeting on 23rd March 1987 at Ahmedabad to give a call for indefinite strike in all Universities and colleges in India from the first week of August 1987. The Executive Committee of AIFUCTO called upon all affiliated units to convene their General Body to consider and to endorse the decision of AIFUCTO. I am glad to record that the General Body of NUTA in its meeting held on 19th April, 1987 unanimously responded to the call and decided to support and to actively participate in the call given by AIFUCTO from time to time.

4. **SILVER JUBILEE YEAR** : As you all know that NUTA was formed on 17th March 1963. NUTA will be completing 25 years of its purposeful existence on 17th March 1988. the Executive Committee of NUTA decided to celebrate 1988 year as silver jubilee year, On this occasion the Executive Committee decided to publish a special issue of NUTA Bulletin which will be divided mainly in three parts. The first part will include mostly the information about the office bearers of NUTA, the various general body meetings held and the various changes adopted by the General body in the constitution of NUTA. The Second part shall include how the service conditions of teachers are changed during these years, the agitations successfully made by NUTA for it etc. And the last part will give the information about the various issues raised by President Prof. B.T. Deshmukh

in the Mah. Legislative Council. At this stage to I also would like inform you that recently the Executive Committee of NUTA decided to raise a fund of about Rs. 3 lakhs. This fund will be mostly utilised for establishing NUTA offices at Nagpur and Amravati. the Ex-Vice-Chancellor of Nagpur University Dr. M.A. Chansarkar and. Registrar B.Y.Aher had allotted two rooms in D. Laxminarayan Bungalow, Amravati Road to NUTA for its Nagpur Office. The :Executive Committee also further desires to establish a good library in the offices both at Nagpur and Amravati. I therefore take this opportunity to appeal to you all and other teachers to donate Rs. 200 per. head for this.

5. **INDEFINITE STRIKE** : The 14th statutory conference of AIFUCTO held at Bombay on 17-19 May gave a call for all India Indefinite Strike beginning from 4th Aug. 1987. On 17th June 1987 the Govt, of India declared the pay-scales of University and College teachers and circulated the scheme to all states and union territories. During the strike period meetings of teachers, other trade unions etc. were addressed by Office bearers of NUTA, which raised the tempo of teachers. The teachers under NUTA banners went in a morcha and submitted memorandums to Vice-Chancellors at Nagpur and at Amravati. Also at other district places morchas were organised by respective district units to submit memorandum to Dist. Collector and to focus the attention of the State and Central Govt, towards the demands. At Delhi a massive morcha was organised by AIFUCTO on 19th Aug. 1987. About 100 teachers from Vidarbha participated in it.

5.1 A court arrest programme was also organised by NUTA as per the directive from AIFUCTO on 31st August and 1st of Sept. 87 at Nagpur and Amravati. More than 2000 teachers of Vidarbha participated in this Jail Bharo Andolan.

5.2 In addition to this NUTA members and teachers held demonstrations in front of Nagpur and Amravati University Offices.

5.3 The All India Strike was withdrawn on 4th Sept. 1987 but in Maharashtra, under the banner of MFUCTO the strike was continued upto 23rd Sept. 1987. The main purpose to continue the Strike was to get assurance from Mah. Govt, that the revised pay scales shall be implemented without any modification or additional conditions like increase of work load etc. from 1.1.86 and to get a scale of Rs.2200-4000 to Junior Colleges Teachers.

5.04 The representatives of NUTA who are on the Executive Committee of MFUCTO had already circulated a detailed report on page 48 to 50 of 1987 NUTA Bulletin. That report gives in detail how the struggle as per the call of AIFUCTO was a complete success in Vidarbha. That report also forms a part of this report.

5.05 I must again express my thanks to all the University and College Teachers of Vidarbha for their co-operation during the strike period i.e. from 4th Aug. 1987 to 23rd Sept. 1987. NUTA Executive is also indebted to all those who directly or indirectly made the strike successful.

5.06 After 51 days strike was withdrawn, the District wise meeting of the teachers were addressed by the office bearers of NUTA and MFUCTO Prof. B.T. Deshmukh, Dr. S.K. Kalnawat, Dr. A.V, Barhate, Prof. S.B. Chinchamalature and Prof. E.H. Kathale, to explain the gains due to All India Strike and then the strike at Maharashtra level.

6. **Protection To College Teachers Rendered Surplus** : As you know, that on 29th July 1986 as per the agreement reached between MFUCTO and Mah.Govt., it was decided that a 5 member Committee having two representatives of MFUCTO shall be constituted within three weeks, to examine and recommend upon all the problems arising out of insecurity of service as a result of being rendered surplus, reduction in workload, closure of subject, class, faculty etc. and any anomalies. As usual the Mah.. Govt, did not act on it. But due to the pressure of NUTA and its' sister organisations all over' Mah. finally the orders were issued by Mah. Govt, on 15th Oct. 1987. -I am glad to inform you that our President Prof. B.T. Deshmukh is a member of the Committee.

7. **ISSUES RAISED AT COUNCIL LEVEL** : A number of issues pertaining to college, University and junior college teachers were raised on the floor of Mah. Legislative Council by our President Prof. B.T. Deshmukh. He was successful in ultimately finding the solution at that level. For example ,he has. raised the issue of increase in the honorarium paid to part time

NCC officers though the relevant orders were issued by Central Govt. on 31st Dec. 1984.

8. **TASK AHEAD :** Friends, let me bring to your notice that though the Central Govt. has issued the G.O. for the implementation of revised pay scales on 17th June 1987, and revised order on 22nd July 1988 based on the assurances given to AIFUCTO the Mah. Govt, though assured on 23rd Sept. 1987, has not yet issued the G.R. to give effect to it. On the other hand the Mah. Govt, is linking increase in work load with implementation of revised scales in the name of package deal. In addition to this the Central Govt, has passed the Hospitals and other institutions Bill in Rajya Sabha in the name of security of Service to teachers. On the other hand the bill if passed, by Lok Sabha, will leave teachers at the mercy of Management., It will remove our right to form an Organisation at University or at State or at All India Level. NUTA and its sister organisations are of the opinion that this year again the teachers all over Mah. are required to prepare themselves for a long struggle;

9. The NUTA membership has reached 2075 at the end of this year. This year the increase in the membership is 285. I also through you all, appeal to remaining teachers of university, college and junior college of Vidarbha to become the members of NUTA to make this organisation stronger.

10. I am glad to inform you that the NUTA Bulletin has completed its 10th year of purposeful publication. The Executive Committee through it has tried its best to post you upto date information about the achievements of the organisation and also problems of teachers. This year we have circulated 66 pages in NUTA Bulletin.

11. I am thankful to the press and their representatives both from Nagpur and Amravati areas for adequate Coverage to the activities of the Association. This report shall not be complete unless I acknowledge the active cooperation and support of the members of NUTA and also from non-members i.e. College, University and Junior College Teachers, in the activities of the association and the response given by them to the various calls given by the NUTA.

Thanking you,

Dr. A.V, BARHATE  
SECRETARY, NUTA

(P.59 of 1988 NB).

## 1988

Deer friends,

1. I have a great pleasure in according you all a cordial welcome on behalf of the Executive Committee of NUTA and on my own behalf. It is indeed a proud privilege for me to place before this gathering, a brief account of our activities and achievements during the year 1988.

2. **SILVER JUBILEE YEAR :** (a) As you all know that our organisation NUTA was formed on 17th March, 1963, and now has completed 25 years of its purposeful existence. As a part of silver jubilee year celebrations, a meeting of Ex-Presidents and Secretaries of NUTA along with the Executive Committee of NUTA was held on 18th March, 1988 at M.L.A. Hostel. Nagpur. In the meeting the Executive Committee of NUTA discussed with them and also got suggestions as to how best the celebrations can be made during the year.

(b) As a part of Silver Jubilee Celebrations on 18th April, 1988 a special general body meeting was convened at Guru Nanak Bhavan, Nagpur in which not only NUTA members but other University, College and Junior College Teachers also participated. In the meeting the Ex-Presidents and Secretaries were felicitated; to pay tribute to their work as office bearers of NUTA as pioneers. This General Body of NUTA was attended by the Vice-Chancellors of Nagpur and Amravati University;

(c) On 18th March, 1988 NUTA office at D. Laxminarayan Bungalow, Nagpur was declared open by Dr. K. G. Deshmukh, Ex-President of NUTA and Vice-Chancellor of Amravati University.

3. **CLOSER OF ELECTRONICS SUBJECT :** On 8th April 1988 Maharashtra Govt. issued a G. R. directing the colleges all over Maharashtra not to admit students for Electronics subject during the session 1988-89. The issue was immediately taken up by NUTA, and the Secretary Dr. Arvind Barhate submitted a memorandum on 25th April 1988 to Education Minister

Maharashtra State, requesting him to withdraw the orders issued by the Government. The meetings of teachers, teaching Electronics subject, were also held at Nagpur and a delegation of NUTA also met the Vice-Chancellor of Nagpur University to request him not to permit any college to close the subject. President Prof. B.T. Desmukh immediately took up the issue at Council level on 7th July 1988 and finally Maharashtra Govt. assured that the subject Electronics will be continued in all colleges. The orders issued by the Govt. were then withdrawn.

4. **REVISION OF PAY SCALES AND WORK LOAD :** (a) As you know that on 4th Sept. 1987, all India strike of teachers was withdrawn by AIFUCTO. On 5th Sept. 1987, though Prof. Yash Pal, Chairman U.G.C. in a letter to General Secretary AIFUCTO, (with reference to para 4(d) in the statement made by the Minister of Human Resource Development on 4th Sept. 1987), expressed his intention to introduce a scale of Rs. 3700-5700 for those who do not qualify to be a Reader and such teachers may be called Lecturers (Reader's Grade) and to reduce the 20 years span (mentioned in clause 4(b) of the statement) by four years the orders were not issued by the Central Government. NUTA participated in various calls like Dharna, etc. given by AIFUCTO to press the Central Govt, to issue orders. Finally the Government of India issued orders No. F1-21/87-U-1 dt. 22nd July 1988 modifying the previous orders issued on 17th June 1987. These orders also include revision of pay scales of Librarians and Physical Education Teachers.

(b) In the mean time in May 1988 instead of implementing the revised pay scale as assured in writing on 23rd Sept. 1987, when in Maharashtra College and University teachers withdrew their 51 days strike, the Education and Employment department of Mah. Government prepared an appendix-III as an accompaniment to proposed G.R. of pay scale regarding the work load of college teachers/Principals etc. In which Maharashtra Govt, wanted to increase the work load of College teachers from 20 periods and that of Principals to 18 periods. As a result of this move about 30% of the college teachers would have been rendered surplus. Fortunately MFUCTO could get the draft of this appendix-III before its General Council meeting held at Dhulia on 8th May 1988. In the meeting of General Council of MFUCTO, the Appendix-III accompaniment to the proposed G.R. was discussed and MFUCTO while condemning the action of Govt, resolved to request the teachers all over Maharashtra to prepare themselves for indefinite strike. Observing the reaction of teachers the then Education Minister Prof. Ram Meghe had a discussion with the Executive Committee of MFUCTO on 25th May 1988, in which he stated that it was the "departmental exercise."

(c) On 7th, 19th and 24th July 1988, the President MFUCTO requested the Hon'ble Chief Minister of Maharashtra to hold discussion with MFUCTO about the various demands of teachers but there was no response. Hence on 5th September 1988 Teacher's Day, about 2000 teachers all over Maharashtra went in a morcha to Mantralaya, Bombay to request the Chief Minister of Maharashtra to hold discussions with the MFUCTO. A contingent from NUTA also participated in it. Finding no response and also the indifferent attitude of the Govt, the Executive Committee of MFUCTO in the meeting held on 5th Sept. 1988, decided to give a call of one day token strike on 5th Oct. 1988, and also if the attitude of the Govt. remains the same then to give a call of indefinite strike from 12th Dec. 1988. One day token strike on 5th Oct. 1988 was a complete success.

(d) Even after the one day token strike there was no change in the attitude of the Govt. Districtwise/collegewise meetings of teachers were held from 25th Sept. 1988 to 11th Dec. 1988 to prepare the teachers to go on indefinite strike from 12th Dec. 1988; against the Maharashtra Govt's intention to implement Govt. of India pay scales for college and university teachers by linking them up with the so called U.G.C. guidelines/notification envisaging 30% increase in the teaching load of teachers, and also non implementation of the assurance given by then Chief Minister, Mah. Govt, in 1977, that the class strength shall be progressively reduced to 60. The response to the strike in Vidarbha was nearly 100%. During the strike period the moral of teachers was very high. During the strike period Nagpur and Amravati University could not hold its practical Examinations,

(e) On 19th Dec. 1988 MFUCTO organised a morcha on Vidhan Bhavan at Nagpur. About 7000 teachers all over Maharashtra participated in it. Response to this morcha from teachers in Nagpur and Amravati University area was overwhelming. This was the biggest morcha of college and

University teachers ever witnessed in Maharashtra.

(f) The indefinite strike continued till an agreement was reached between the Chief Minister, of Maharashtra Honble Shri Sharad Pawar and the representatives of MFUCTO on 18th Jan. 1989. NUTA leaders particularly President Prof. B.T. Deshmukh played a major role during the deliberations.

(g) After 37 days strike was off the Districtwise meetings of the teachers were addressed by the office bearers of NUTA and MFUCTO. Prof. B.T. Deshmukh, Dr. S.K. Kalnawat, Dr. Arvind Barhate, Prof. S.B. Chinchmalatpure and Prof. E.H. Kathalc, to explain the details of the agreement.

(h) I must express my thanks to all college teachers of Vidharbha for their cooperation during the strike period. NUTA Executive Committee is aware that without their cooperation the strike would have not been a success, and hence it is indebted to all those who directly or indirectly made the strike successful.

5. **HOSPITALS & OTHER INSTITUTIONS BILL**: On 10th December 1987 hastily a bills, curtailing the rights of the organistions and for removing the Educational Institutions out of the purview of the Industrial Dispute Act 1947, was introduced in Rajya Sabha. AIFUCTO arranged a rally on 4th Aug. 1988 at Delhi to oppose the bill. A large number of teachers on behalf of NUTA participated in the rally.

6. **DISTRICT UNIT'S ELECTIONS**: The Secretary of NUTA Dr. Arvind Barhate issued notice on 1st Sept. 1988 for the election of District Unit Office Bearers. Executive Committee Members of NUTA were appointed as observers. In all districts, the NUTA members of the respective districts attended and participated in the meetings. I am thankful to Prof. U.S.Pandey, Principal Munghate R.J., Prof. S. P.Dwivedi, Prof. R. G. Kale, Prof. V.K. Wasu, Prof. Gadewar, Prof. V.T. Hajare and Prof. M.B. Bahekar who worked as working chairman in their respective districts, and conducted the elections.

7. The NUTA membership has reached 2850 at the end of this year. This year the increase in membership is 778. I am glad to inform you that the membership of NUTA is increasing day by day making the organisation stronger and stronger.

8. I am happy to inform you that the NUTA Bulletin has completed its 13th year of purposeful existence. This year we have circulated 91 pages in NUTA Bulletin. During assembly session at Nagpur, a special NUTA Bulletin was published and circulated almost daily to all the members of both the houses of state legislature and the press from 13th Dec. to 23rd Dec. 1988, explaining the stand of MFUCTO and NUTA, particularly on the issue of work load and implementation of U.G.C. Pay scales. This has definitely helped the organisation to change the outlook of members of both the Houses particularly towards the workload issue of college teachers, specially after a Nivedan was made by the Education Minister on 9th Dec. 1988 in both the houses.

9. I am thankful to the press and their representatives both from Nagpur and Amravati area, for wide coverage to the activities of the Association. This report remains incomplete unless I acknowledge the active cooperation and support of University, College and Junior College Teachers in the activities of the Association and the response given by them to the various calls by NUTA.

Thanking you,

Dr. A.V, BARHATE  
SECRETARY, NUTA  
(P.18 & 32 of 1989 NB)

# 1989

Dear friends,

1. I have a great pleasure in according you all a cordial welcome on behalf of the Executive Committee of NUTA and on my own behalf. It is indeed a proud privilege for me to place before this gathering, a brief account of our activities and achievements during the year 1989.

2. **UGC PAYSCALES & AGREEMENT REACHED WITH MAH. GOVT.:**(a) As you all know that the intention of Maharashtra Government to link up so called U.G.C. guidelines/ notification envisaging 30% increase in the teaching load of teachers with the implementation of Govt, of India pay scales for college and university teachers and also non implementation of assurances given in 1977 about the class strength, are mainly

responsible for teachers all over Maharashtra to go on indefinite strike from 12th Dec. 1988. The strike continued till a written agreement was reached between Hon'ble Shri Sharad Pawar, the Chief Minister of Maharashtra and the representatives of MFUCTO on 18th Jan. 1989. This years NUTA Bulletin starts with the copy of the agreement reached. With this agreement, in Maharashtra, the work load issue which was in existence for the last Six years (see page 9 of 1984 NUTA Bulletin) is to some extent satisfactorily solved and also the Mah. Govt, assured to implement U.G.C. pay scales as per Govt. of India's Suggestions on revision of Pay Scales dt. 17th June, 1987, as amended by subsequent agreement dt. 4th and 5th Sept. 1987 and Govt. of India's suggestions dt. 22nd July, 1988.

(b) Friends, the para (2) of the proposal placed by the Department of Education, Govt, of Maharashtra before the MFUCTO delegation on 13th Jan 1989 (circulated on page 4 of 1989 NUTA Bulletin), clearly speaks out the mind of the Govt. Officers. They wanted that there should be three grades and for promotion purposes from one grade to another, the ratio of 50 : 25 : 25 should be fixed; and further promotion would not be automatic and will be subject to availability of vacancies in higher grades. It is with the unity of college teachers all over Maharashtra on one side and the detailed study of the issues and skill of our representatives to argue during the talks in Jan. on other side, we could overcome all the difficulties put forth by the officers of Mah. Govt, and finally the agreement was reached. We the teachers' all over Maharashtra are thankful to Hon'ble Shri Sharad Pawar, Chief Minister for the valuable time spared by him to understand the problems of teachers and to finally come to an agreement with MFUCTO.

3. **G.R. AND DIRECTIVES ISSUED**: (a) In the agreement though it was agreed that formal Government orders regarding the revised pay scales will be issued .by 28th Feb. 1989, the Secretary (Higher Education) issued the necessary G.R late in the night of 28th Feb. 1989, only when our President Prof. B.T. Deshmukh expressed his dissatisfaction by a letter to her on 28th Feb. 1989 about the non issuance of the G.R. Though the G.R. is issued on 28th Feb. 1989, it is dated 27-2-89.

(b) A delegation of NUTA Executive Members and the office bearers of Nagpur City Unit of NUTA met the Vice-Chancellor of Nagpur University Dr. M.G. Bokare, and requested him to issue the directive under his special powers to implement the G.R. dt. 27-2-1989. NUTA Office bearers also requested Dr. K.G. Deshmukh Vice Chancellor, Amravati University to issue the directive. Nagpur University issued the directive No. ACAD/ Uni.Coll./1/89 on 3rd May 1989 and Amravati University issued the directive No. 2/1989 on 25th May, 1989. I am glad to inform you that Nagpur and Amravati University Vice- Chancellors were the first to issue the directives.

4. **ASSESSMENT OF TEACHERS**: (a) Again the delegation of NUTA called upon Dr.M.G. Bokare, Vice-Chancellor, Nagpur University, number of times in the month of April and May 1989, and requested him to appoint the Assessment Committee as per para 19 of the G.R. dt. 27-2-89, and be entrusted with the implementation of the process of Selection for promotion to the senior scale as well as Selection Grade. Finally the Executive Council appointed a coordination committee under the Chairmanship of Dr. A.A. Kayande, with a view to implement the scheme of revision of pay scales. At the same time Amravati University appointed the Assessment Committee under the Chairmanship of Principal R.N. Kharche for the same purpose.

(b) As per the orders issued from the University, the teachers of various colleges and Departments all over Vidarbha submitted their performance appraisal report I & II (self appraisal) to their respective Universities through their Principals/ Head of Departments before 14th Aug/1989. In Amravati University the Assessment Committee started the work of assessing the performance of teachers for placement in higher Scales immediately. In Nagpur University again a delegation of NUTA met the Vice-Chancellor on 5th Oct. 1989; submitted him the resolution passed in General Body meeting of NUTA held on 1st Oct. 1989 and impressed upon him to immediately appoint subject-wise Assessment Committees to assess the performance of the teachers. He assured that the committees will be appointed and committees will work from 7th Oct. 1989. Accordingly the committees started their work from 7th Oct. 1989.

(c) Registrar, Amravati University issued the orders to the Principals of various colleges in Nov. 1989, communicating the placement of each teacher and directing them to take necessary action as stipulated in para 30 of the G.R. dt. 27-2-89 for fixing

the pay of each individual teacher in accordance with the decision of the Assessment Committee.

(d) In Nagpur University, a mass deputation of teachers met the Vice-Chancellor Dr. Bokare on th Dec. 1989 and requested him to issue the necessary orders to the Principals of Colleges informing the decision of the Assessment Committees. the University immediately issued the orders.

(e) Finally in both the Universities in Dec, 1989, the Principals of Colleges took action as stipulated in para 30 of the G.R. dt. 27-2-89 and fixed the pay of each individual teacher in accordance with the decision of placement made by the Assessment Committee and submitted it to the concerned Regional Administrative Officers, ( Higher Educa tion-Grants ) for approval.

**5. WRONGFUL ORDERS ISSUED BY OFFICERS:** (a) From the beginning the higher officers in the Education Deptl. were trying their best not to implement the revised pay scales as per Govt. of India's Suggestions. I have already made a reference of it in para 2(b) and 3(a) of this report. Mean time on 21st June 1989, the Regional Administrative Officer, Amravati Region issued a circular to Principals of Colleges, Amravati Region, informing them to place all the teachers in the Scale of Rs. 2200 - 4000. The same Regional Officer when joined in July 89 at Nagpur as Regional Administrative Officer, Nagpur Region, again issued the same type of circular to the Principals of Colleges of Nagpur Region on 12th July, 1989. Immediately Prof. B.T. Deshmukh raised a Call Attention notice, which came for discussion on 8th August 1989 in the Legislative Council. The Nivedan made by the Hon'ble Education Minister is circulated on page 43 of 1989 NUTA Bulletin along with the debate. The Govt withdrew the circular on 3rd Aug. 1989 itself. Subsequent events proved that orders issued by the RAO Nagpur and Amravati were not of their own but were issued on instructions from the superior officers in the directorate of higher education, when exposed in the legislative council the higher officer in the department instead of gracefully accepting the responsibility made a scapegoat of Nagpur RAO, which in our opinion was a most disgraceful act on the part of the higher officers in the directorate of higher education working at that time./

(b) On 16th Sept.. 1989 the Jt. Director of Education Mr. G.D. Kokane issued a letter to the Registrar, Amravati University (Circulated on page 49 of NUTA Bulletin) mentioning some more additional conditions while implementation the G.R. dt. 27-2-89. This was beyond his jurisdiction and contrary to the agreement. The same type of letter was also issued by him to the Registrar of Nagpur University on 25th Oct 1989 and to other University's also. At Amravati. Seven members of the Executive Council immediately gave a requisition for emergent Executive Council meeting and the council passed a resolution requesting the Mah. Govt. to make an enquiry and to take action against those officers who are issuing orders/letters against the G.R. dt. 27.2.89. At Nagpur on 6th Oct 1989 the coordination committee met and decided that para 3 and 4 of the said letter are against the G.R dt 27.2.89. The decision of the committee was accepted by Vice-Chancellor under his special powers on behalf of Executive Council.

(c) Immediately a call attention notice was moved by Prof. B.T. Deshmukh in the Council which came for discussion on 20th Oct. 1989 at Nagpur. The Nivedan made by Hon'ble Education Minister and the debate is given on page 52 of the NUTA Bulletin. Finally the letter of Shri Kokane was also withdrawn by the Govt.

**6. DISTRICT-WISE MEETINGS OF TEACHERS:** (a) After the strike was called off on 18th Jan. 1989 immediately District-wise meetings of the teachers were held and were addressed by the officebearers of NUTA and MFUCTO. Prof. B.T. Deshmukh, Prof. S.K. Kalnawat, Prof. A.V. Barhate, Prof. S.B. Chinchamalature and Prof. E.H. Kathale to explain the details of the agreement reached.

(b) District-wise meetings were also convened from 8th Dec. to 24th Dec. 1989, to take review of the progress of the implementation of revised pay scales, to review the state of placement of teachers in different grades by the Assessment Committees and lodging of the grievances arising out of one's placement, if any, with the University and to review the developments in respect of the implementation of the revised pay scales at the state level and the MFUCTO's resolution there on. These meetings were addressed Prof. B.T. Deshmukh, Dr. Sharad Kalnawat, Dr. Arvind Barhate, Prof. S.B.

Chinchamalature prof. E.H. Kathale, Prof. R. Chittaranjan.

**7. MEMBERSHIP OF NUTA:** The NUTA membership has reached to 2850 at the end of this year. This year the increase in membership is 8.

8. I am glad to inform you that NUTA Bulletin has completed its 14th year of purposeful existence. This year we have circulated 58 pages in NUTA Bulletin. If you go through the NUTA Bulletin from 1st page to 58th page, you will find how the Officers of Education Dept. were trying their best to delay the implementation of revised pay scales by issuing wrongful orders and immediately and efficiently action being taken at NUTA level and at Council level by President Prof. B.T. Deshinukh, requiring the Govt, to withdraw them.

9. I am thankful to the press and their representatives both from Nagpur and Amravati area, for wide coverage to the activities of the Association. The report shall not be complete unless I acknowledge the active cooperation and support of the members of NUTA and also from non members i.e. University, College and Junior College Teachers in the activities of the Association and the response given by them to the various calls given by NUTA.

Thanking you,

Dr. A.V. BARHATE  
SECRETARY, NUTA  
(P. 8 & 9 of 1990 NB)

## 1990

Dear Friends,

1. I have a great pleasure in according you all a cordial welcome on behalf of the Executive Committee of NUTA and on my own behalf. It is indeed a proud privilege for me to place before this gathering, a brief account of our activities and achievements during the year 1990.

**2. U.G.C. PAY SCALES:** (a) You all are fully aware that inspite of the efforts made by the officers of Education Dept. in delaying the implementation of revised pay scales for one complete year by issuing wrongful orders, NUTA could succeed in overcoming them and finally in both the Universities in Dec. 1989, the principals of colleges took action as stipulated in para 30 of the G.R. Dt. 27.2.89 and fixed the pay of individual teachers in accordance with the decision of the Assessment Committees and submitted it to the concerned Regional Administrative Officers (Higher Education Grants) for approval. The pay fixation of individual teachers was approved by Administrative Officer in Jan. 1990 and the college and university teachers received their Jan. 1990 salary as per revised pay scales in Feb. 1990.

(b) The Administrative Officers, following the circular No. RSP/1084/31731/6-A. dated 17th Dec. 1989 from Director of Higher Education Pune, circulated on page 5 of 1990 NUTA Bulletin deprived the senior teachers from getting the benefit of bunching and did not count the service rendered as Demonstrators/Tutors/Field work supervisors for placement in higher scales. In addition to this he also did not take into consideration the service rendered by teachers prior to break, if the break in service is more than 180 days, though it is condoned by the concerned university. It also did not consider the service rendered outside the Maharashtra State, While calculating the total service, for placement in higher scales NUTA immediately noticed the lacunas and the contradiction in the circular dt. 17th Dec. 1989, as can be seen from the para 19 of the article of president Prof. B.T. Deshmukh circulated on pages 2 to 4 of 1990 NUTA Bulletin.

(c) NUTA immediately convened the meeting of Ex-Demonstrators/Tutors/Field Work Supervisors on 1 Feb. 1990 at J.B. Science College, Wardha. The meeting was attended by 61 Ex Demonstrators/Tutors/Field Work Supervisors along with members of Executive Committee of NUTA The meeting took concrete decisions and demanded that service rendered as Demonstrator/Tutor/Field Work Supervisor be counted for placement in higher scales. It also decided that if required a writ petition, be filed in the High Court Accordingly EX. Committee of NUTA decided to file a write petition. Preparation for filing a writ petition is in progress.

(d) NUTA Executive also prepared a list containing issues arising out of the wrongful implementation of provisions of the G.R. Dt. 27.2.89 in its meeting held on 18th Feb. 1990 and were placed before the General Body for approval on 18th March

1990. The General Body unanimously approved it, and decided the action to be taken on each issue.

(e) NUTA along with other organizations participated in a morcha at Bombay on 1st August 1990 organised by MFUCTO. The morcha also submitted a memorandum (circulated on page 29-30 of 1990 NUTA Bulletin) containing problems of college and university teachers.

(f) The NUTA while considering different measures including the legal redressal decided to collect information in the proforma circulated on page 10 of NUTA Bulletin of individual teachers, who have been deprived of the bunching benefit. 467 teachers responded to it. Then on 15th June, 1990 the Executive Committee of NUTA on advice from Advocate decided to file a writ petition in High Court and requested teachers to contribute Rs. 100/- as Legal Aid Fund. I am sorry to say that the response is not so good. Only 187 teachers has responded to the call. I take this opportunity to request such teachers to contribute Rs. 100/- to NUTA "legal Aid Fund" so that writ petition can be filed immediately.

**3. RETIREMENT BENEFITS :** Though the pension-cum-Gratuity Scheme was made applicable to teaching and non teaching staff of universities and colleges all over Maharashtra from 1st Oct. 1982, the voluntary retirement along with compulsory retirement Scheme was made available to Teachers from 7th March 1990 by a G.R.No.NGC/1286/(1210) Vs-4 dt. 7th March 1990 Para 3(7) of the G.R. which states that before issuing a notice to compulsorily retiring an employee of the college the committee will be required to take permission of Administrative Officer (Higher Education Grants). NUTA and all other sister organisations opposed to the above mentioned provision and demanded that the word "Administrative Officer" be replaced by the words "University."

**4. ABOLITION OF POST OF DEMONSTRATORS IN AYURVEDIC COLLEGES :** Since from the time the post of Demonstrators/Tutors was abolished some time in 1976 in science College, with the introduction of 700-1600 pay scales, NUTA has been demanding to abolish the post of Demonstrators in Ayurvedic Colleges also. In Sept, 1988 Central Council of Indian Medicine also informed all state Govt. and Universities to abolish this post. Accordingly NUTA again reiterated its demand and requested Maharashtra Govt. to abolish the post of Demonstrators in Ayurvedic Colleges. Finally in reply to the call attention Notice given by Prof. B.T.Deshmukh on 7th August 1990 in Maharashtra Legislative Council, the Maharashtra Govt, accepted to abolish the post of Demonstrators. NUTA called a meeting of demonstrators from all over Maharashtra on 7th Oct. 1990 at Amravati. The meeting was attended by as many as 50 demonstrators from various colleges in Maharashtra along with seven other representatives. In the meeting some concrete decisions were taken and finally the meeting authorised NUTA Executive to take final decisions.

**5. INCREASE IN MEMBERSHIP FEE :** On behalf of Executive Committee of NUTA a resolution was placed before the General Body of NUTA on 18th March 1990 to increase the membership fee of NUTA from Rs. 501 to 2001. On consideration that there are many teachers from Non-grant basis colleges who do not receive NUTA Bulletin and hence could not pay the membership fee hence the consideration of this resolution was postponed to next General Body meeting. On 14th Oct, 1990, the General Body of NUTA, in its meeting at Malkapur, again considered the issue and decided to increase the membership fee from Rs. 501 to Rs. 2001, and further decided that this increase will be effective from 1st May, 1991.

**6. ELECTION OF PROF. B.T.DESHMUKH AS PRESIDENT OF MFUCTO :** I am glad to inform you that the General Council of MFUCTO in its meeting on 1st June 1990 at Jalgaon unanimously elected Prof. B .T.Deshmukh as President of MFUCTO. By electing Prof. B.T.Deshmukh as President of MFUCTO, I feel that the teachers all over Maharashtra have honoured NUTA's contribution towards the welfare of college and University Teachers. Along with him Prof. E.H.Kathale was elected as Vice-President and Prof.S.K.Kalnavat, Prof. S.B.Chinchmalatpure, and Dr. Arvind Barhate as members of Executive Committee of MFUCTO.

**7. MEMBERSHIP OF NUTA :** The NUTA membership has reached to 3021 at the end of this year. This year the increase in membership is 163.

8. I am glad to inform you that NUTA Bulletin has completed its 15th year of purposeful existence. This year we have circulated 42 pages in NUTA Bulletin.

9. I am thankful to the press and their representatives both from Nagpur and Amravati area for wide coverage to the activities of the Association. This report will not be complete unless I acknowledge the active cooperation and support of the members of NUTA and also from non members i.e. University College and Junior College Teachers in activities of the Association and the response given by them to the various calls given by NUTA. Thanking you .

Dr. A.V, BARHATE  
SECRETARY, NUTA  
(P.22 & 23 of 1991 NB)

## 1991

Dear friends,

1. I have a great pleasure in according you all a cordial welcome on behalf of the Executive Committee of NUTA and on my own behalf. It is indeed a proud privilege for me to place before this gathering brief account of our activities and achievements during the year 1991.

2. You are aware that NUTA has been consistently striving to solve the problems of the College and University teachers, under the able guidance and effective leadership of the MFUCTO and the AIFUCTO. By constant vigilance and continuous struggle the Association, since 1976, has been strongly demanding for 'Regular Payment and Full Payment' and successfully achieved the implementation of the Pay Scale Revision in 1976 and 1986, Pension Scheme, Medical Benefit Scheme. It must be asserted that the association is ever ready to grapple with any problems of the teachers. though the problem of the librarians and the Physical Education Teachers is yet to be completely and satisfactorily solved, The NUTA Bulletin has been an effective means of communication among the life members. After fulfilling its duties and obligations to the teachers in general, and the life members in particular, the Executive of NUTA proposed that the NUTA Bulletin will also try to highlight the factual information regarding the developmental projects and outstanding problems of public utility in the region. In this direction a special issue of NUTA Bulletin was brought out in 1991 on the financial crisis of the Amravati Municipal Corporation along with the remedial measures as recommended by the Sathe Commission. It was also proposed during the year under report that the first issue of 1992 would be a special issue dealing with the factual information in respect of irrigation backlog in the different parts of Maharashtra, with special reference and to vidarbha. With continued cooperation from the members and the public we might proceed further on these lines to serve such causes better.

**3. INCREASE IN MEMBERSHIP FEE :** As you know that on 14th Oct. 1990. the General Body of NUTA, in its meeting at Malkapur. again considered the issue of increase in membership fee of NUTA from Rs.501/- to Rs.2001/- and decided to increase it to Rs 2001/- and further decided that this increase will be effective from 1st May, 1991. Accordingly a notification was also issued by NUTA and arrangements, were made to receive the demand drafts on 30th April 1991 both at Nagpur and Amravati.

**4. NUTA BULLETIN OFFICE AT AMRAVATI :** With your active co-operation, the Executive Committee of NUTA could acquire a building of its own to establish the Bulletin office at Amravati . The office was inaugurated on 15th Aug. 1991 at the hands of the ex-president of NUTA and Vice-Chancellor of Amravati University Dr.K.G. Deshmukh. It is a happy coincidence that the first printed issue of the NUT' A Bulletin was published on 15th Aug. 1977, (even though service in cyclostyled form was started a year earlier) and exactly after 13 years on 15th Aug 1991 the NUTA Bulletin office was inaugurated.

**5 NON PAYMENT OF REGULAR SALARY. UGC ARREARS D.A. AND BONUS. :** 5.1 The Maharashtra Govt, issued a G.R on 27.2.89 to implement the U.G.C Scales from 1.1.1986 for teachers in Non-Agriculture Universities and affiliated Colleges. Accordingly mostly in all colleges the teachers started getting the benefit of the revised pay-scales from 1st Jan. 1990, and also received the arrears. On the one hand the teachers of M.F.College, Warud did not receive the U.G.C scale arrears, on the other though the M.S.S Institute of Social Work .Nagpur received the grant from Education Dept. the revised pay scales were not implemented. Both the issues were taken up by the President B.T.Deshmukh and Secretary



Dr. A.V. Barhate. A meeting of all teachers of M.S.S. Institute of Social Work was held, memorandum was submitted to the Mah. Govt. and finally a notice was issued by President B.T. Deshmukh under Mah. Legislative Council rule 230(4) on 17th July 1991. A discussion was held in the Council on 19th/20th July 1991 and finally the then Hon'ble Minister for Education Mr. Kadam agreed to act on it. Accordingly the revised pay scales were implemented from 1st sept. 1991 in MSS Institute of Social Work, Nagpur. and the teachers of M.F. College, Warud, also received their arrears. Dr. Wasmatkar also moved a resolution in G.B. meeting held on 13th Oct 1991. (Item No.82) expressing the gratitude towards the organisation, in this regard.

5.2 The members of the teaching and non teaching staff of Shri Shivaji Arts and Science College, Chikhli, had not received their salaries for the month of October, November and December 1991 and they also were not paid the increased dearness allowance from Jan.91 and the non teaching staff did not get the bonus to be paid during 91-92. This sad situation was created by the delaying tactics of the Administrative Officer, Amravati Region. Prof. B.T. Deshmukh gave a Call Attention Notice in the Legislative Council and it came up for debate on 10th Dec.91 and the problem was solved partly and the minister assured to solve the problem completely. Orders were issued accordingly,

5.3. Similarly due to the delaying tactics of the Administrative Officer, Amravati Region, the arrears of the New Pay Scales of UGC for the teaching staff of R.D.G. Mahila Mahavidyalaya Akola (actually to be paid before March 91) were not paid. In this case also Prof. B.T. Deshmukh moved a Call Attention Motion. Statement by the Education Minister was made in the Legislative Council on 21st Dec.91, in which the Education Minister assured the House that the arrears shall be paid before the ending of this financial year.

**6. PENSION SCHEME FOR AYURVED COLLEGE TEACHERS :** The issue of differential treatment given to Physical Education teachers serving in Ayurved colleges and also the implementation of Pension and Gratuity scheme to Ayurved College teachers were raised by President B.T. Deshmukh in Legislative Council on 16th July. 1991. The whole discussion is reproduced on pages 32 and 33 of 1991 NUTA Bulletin,

7. **MEMBERSHIP OF NUTA :** The NUTA membership has reached up to 3278 at the end of this year. This year the increase in membership is 257.

8. I am glad to inform you that NUTA Bulletin has completed its 16th year of purposeful existence. This year we have circulated 40 pages in NUTA Bulletin. If you go through the NUTA Bulletin from 1st page to 40th page you will find how the officers of Education Dept. were trying their best to delay the implementation of revised pay scales by issuing wrongful orders and how immediately and efficiently action was taken at NUTA level and also at the Council level by President Prof. B.T. Deshmukh, forcing the Govt. to withdraw them.

9. I am thankful to the press and their representatives both from Nagpur and Amravati areas, for wide coverage to the activities of the Association. This report shall not be complete unless I acknowledge the active cooperation and support of all the members of NUTA and also from non-members i.e. University, College and Junior College Teachers in the activities of the Association and response given by them to the various calls given by NUTA, from time to time.

Dr. A.V. BARHATE  
SECRETARY, NUTA  
(P.39 of 1992 NB)

## 1992

Dear friends,

1. I have great pleasure in according you all a cordial welcome on behalf of the Executive Committee of NUTA and on my own behalf. It is indeed a proud privilege for me to place before this gathering a brief account of our activities and achievements during the year 1992.

2. As you know, NUTA from its formation is consistently striving to solve the problems of the college and University teachers, Phy. Education teachers under the guidance of MFUCTO and AIFUCTO. After paying full attention towards the problems and grievances of the teachers, from last year NUTA has undertaken a task to meet its intellectual obligations

towards the surrounding society and to utilise the NUTA expertise to focus on social problems. As a forward step in this direction, a special issue of NUTA Bulletin was brought out on 15th March 1992. This booklet was written by NUTA president Prof. B.T. Deshmukh about the backlog of irrigation facilities in Vidarbha. This booklet is of 32 pages. The copies of this booklet were given to all the members of Mah. Legislative Assembly and Council, to draw their attention towards the irrigation backlog in Vidarbha. I am glad to inform you that this time also the expenditure incurred towards the publication of this booklet was met with from the advertisements.

**3 REFRESHER COURSES :** The Mah. government issued a G.R. on 27th Feb. 1989 for the implementation of revised pay-scales for teachers all over Maharashtra. As you know after the issuance of G.R. the higher officers in the Education Deptt. were trying their best not to implement the revised pay-scales as per Govt. of India's suggestions. Though the decision of relaxation regarding participation in refresher courses/orientation courses/ summer institutes, each of approximately 4 weeks duration was taken both by the Nagpur and Amravati Universities as per the powers given in the G.R., the Mah. Govt. issued a G.R. on 15th Dec. 1989, stating that : "The U.G.C. has not issued guidelines for relaxation from the requirement of participation in such programmes. Consequently the universities are not presently competent to relax the requirement of participation in such programmes. Facilities for participation in Refresher courses/ Summer Institutes of approximately 4 weeks' duration are not available to the extent required. Hence Lecturers, Library and Physical Education Staff, who fulfill, on the date of these orders all the remaining conditions, for placement in Senior Scale/ promotion to the selection grade may also be placed/ promoted with effect from the dates on which they satisfied all the other conditions with the stipulation that they will have to participate in Refresher Courses /Summer Institutes of requisite duration, within a maximum period of 4 years, commencing from the date of issue of these orders. Failure to participate in Refresher Courses/Summer Institutes of requisite duration, within this period of 4 years shall entail stoppage with permanent effect, of increments accruing after the said period, until the requirement is fulfilled."

4. Then the revised pay-scales were implemented. Against this the MFUCTO in its General Council meeting on 28th June, 1992, passed a resolution requesting the teachers all over Maharashtra to send a letter in the proforma approved by it, during 10th Sept to 25th Sept 1992. The proforma is given on page 49 of 1992 NUTA Bulletin. I am glad to inform you that the response given to this call by teachers all over Vidarbha is overwhelming.

5. **WRIT PETITIONS :** NUTA called a meeting of Demonstrators/Tutors at Wardha on 18th Feb. 1990 and in the meeting it was decided to file a writ petition in the High Court at Nagpur for counting of service of teachers as demonstrators/Tutors. Accordingly Writ Petition No. 927 of 1991 is admitted by Nagpur bench of Bombay High Court.

6. While fixing the salaries in the new pay scales, the "bunching benefit" was denied to teachers. Against this the Executive Committee of NUTA on 15th June 1990, decided to file a Writ before Nagpur Bench of Bombay High Court. I am glad to inform you that Writ Petition No. 77 of 1992 filed by NUTA is admitted by Hon'ble High Court.

**7. LATE PAYMENT OF SALARIES TO TEACHERS OF SHRI SHIVAJI SCIENCE & ARTS COLLEGE CHIKHALI :** The issue of nonpayment of salaries for the months Oct. & Nov. 1991, non payment of D.A. at the revised Government rate, nonpayment of Bonus to non teaching employees, of Shri Shivaji Science & Arts College, Chikhli was raised by a call attention notice by President B.T. Deshmukh in the Mah. Legislative Council. During the discussion on the statement made by Hon'ble Minister, Prof. B.T. Deshmukh brought to the notice of the Govt, that inspite of repeated request by the Principal, Shri Shivaji Science & Arts College, Chikhali, the Administrative Officer, Amravati Region, did not take any action, due to which finally the employees had to issue a strike notice. The Hon'ble Education Minister in the House, had agreed to make the payment.

**8. ELECTION FROM AMRAVATI GRADUATES CONSTITUENCY :** Dear members, I would like to draw your attention to page 10 of 1981 NUTA Bulletin, on which the Secretary's Report on the working of the Association is printed.

In para 15 of the report I stated "It was felt that direct participation of a teacher who is responsible to Teachers' organisation in the Council will be far more beneficial than representation through sympathisers." This assumption made in 1981 had become a real fact which can be supported by going through a book 'Fifty Years of Legislative Council in Maharashtra 1937-87' written by Shri. V. Subramanyam. In this book he, while describing how teachers' problems in Maharashtra were solved, states: "Similarly, in view of the vocal representation of the Teachers' prolonged and protracted discussions took place in the Council about the pay scale and emoluments and pensions of the teaching staff before it led to some satisfactory solution. It will not be possible to narrate here, detail by detail how the matter lingered for nearly 4 to 5 years in the Council. But it will be an interesting and intelligent exercise if a researcher were to proceed on documentation of the entire matter: the origination of a question, the reply given by Government, the pursuit of the matter through almost every session for nearly 5 years (1982-1987) by means of questions, the inconsistencies in the replies, the members challenging the Government on the 'facts' given by it, successive Ministers of State for Education (and sometimes Ministers too) being cornered with information relating to earlier assurances and even Government orders and Circulars about which they were unaware, the assurances given and non-compliance thereof which provided further handle to the members and finally the culmination of the matter with the Government finding an acceptable solution."

Further in chapter 7, he has made a special reference to Prof. B.T. Deshmukh. He writes:

"Those who might have watched the entire proceedings might have understood how persevering Shri B.T. Deshmukh, M.L.C. was among other members who pursued the question. Whenever he used to wave a sheaf of papers in the Council to impress on the Chairman that he had all the documents readily with him to successfully challenge the accuracy and correctness of the information given by the Government. Similar preparedness was obviously absent on the Government side who had to ask for more time to collect information, the matter thus remaining pending for a considerable time. Anyway, all was well that ended well."

9. NUTA Executive Committee again for the third time declared the candidature of Prof. B.T. Deshmukh as its official candidate (for the election held on 23rd Nov. 1992) for the election to Legislative Council from Amravati Graduates' Constituency. At the same time Vidarbha Madhyamik Shikshak Sangh declared the candidature of Shri V.U. Daigavane from Nagpur Teachers' constituency. A joint meeting of the Executive Committees of both the organisations was held on 4th Oct. 1992 at Nagpur, and decided that both the Organisations will utilise their full strength to get both the candidates elected. District-wise meetings of Teachers and registered graduates were arranged in Nagpur and Amravati regions respectively, to request the voters to vote in favour of these candidates. The meetings were jointly addressed by the leaders of both the organisations.

10. On NUTA's request mostly all the political parties supported the candidature of Prof. B.T. Deshmukh. Various Organisations of working class people also supported his candidature. I am glad to place before you that with your whole hearted support and the support from various political parties and organisations Prof. B.T. Deshmukh was elected third time with a convincing majority. I take this opportunity to place on behalf of Executive Committee sincere thanks to all those who had directly or indirectly helped to elect Prof. B.T. Deshmukh

11 I also place on record that with the help of NUTA, the official candidate of Vidarbha Madhyamik Shikshak Sangh, Shri V.U. Daighavane was elected from Nagpur Teachers Constituency. I on my behalf and you all congratulate Prof. B.T. Deshmukh and Shri V.U. Dainghavane.

12 Last but not the least I on behalf of NUTA Executive place on record its sincere appreciation and hearty thanks to members, supporters and Executive Committee of Vidarbha Madhyamik Shikshak Sangh for its whole hearted cooperation.

**13. ELECTION TO EXECUTIVE COMMITTEE OF MFUCTO:** The General Council of MFUCTO met at Bombay on 28th June, 1992, in which elections to Executive Committee of MFUCTO were held. I am glad to inform you that Prof. B.T. Deshmukh was elected second time as President of MFUCTO, while Secretary Dr. Arvind Barhate and Prof. S.K. Kalnawat were elected as Vice-Presidents. Prof. S.B. Chinchmalatpure, Prof.

S.A. Tiwari, Prof. B.S. Deshmukh, Prof. CD. Kongre, Prof. V.K.Pande, and Prof. E.H. Kathale were elected as members of Executive Committee. On your behalf I congratulate them all.

14. **MEMBERSHIP OF NUTA :** The NUTA membership has reached up to 3279 at the end of this year This year the increase in membership is one.

15. I am glad to inform you that NUTA Bulletin has completed its 17th year of purposeful existence. This year we have circulated 84 pages in NUTA Bulletin. If you go through the NUTA Bulletin from 1st to last page, you will find that NUTA Executive has tried to give up to date information to all its member about their problems, and how the NUTA Executive particularly its President Prof. B.T. Deshmukh had focussed it at Maharashtra Govt, level through the Mah. Legislative Council.

16. I am thankful to the press and their representatives both from Nagpur and Amravati areas, for wide coverage to the activities of the Association. This report shall not be complete unless I acknowledge the active cooperation and support of all the members of NUTA and also from non-members i.e. University, College and Junior College Teachers in the activities of the Association and response given by them to the various calls given by NUTA from time to time.

Dr. A.V. BARHATE  
SECRETARY, NUTA  
(P. 7 & 8 of 1993 NB)

## 1993

Dear Friends,

(1) It gives me great pleasure to accord you all a cordial welcome on behalf of the Executive Committee of NUTA and on my own behalf. It is indeed a proud privilege for me to place before this august body a brief account of our activities and achievements during the year 1993. •>

(2) Right from its inception, NUTA has been committed to the cause of the welfare of the Teachers' community., in keeping with this commitment, the organisation took up several issues concerning teachers during the period of this report,

(3) **PENSION-CUM-GRATUITY SCHEME. :** It is a matter of common knowledge that the Govt, of Maharashtra accepted Pension-cum-Gratuity scheme for the College Teachers in affiliated colleges with effect from 1.10.1982 and G.R. to that effect was issued on 21.7.1983 following a long battle fought by NUTA/AIFUCTO for this purpose, However, the said G.R. had deprived hundreds of college teachers who retired before 1.10.1982, of the benefits of the pension scheme. Hence NUTA President Prof. B.T. Deshmukh raised the matter in the Legislative: Council and putting to use all his parliamentary skill forced the government to agree to cover all those college teachers who retired after 1.1.1973 by the Pension-cum-gratuity scheme. The G.R. to this effect was issued on 27.9.1967. The demand however, was not fully met and hence the issue was again pressed following which government issued a G.R. on 29.1.1993 to extend the benefits of Pension-cum-Gratuity Scheme to the College teachers who retired before 1.1.1973.

(4) **EXTENSION FOR EXERCISING OPTION FOR PENSION :** One of our demands during the past couple of years was regarding the extension of date for exercising fresh option (or Pension-cum-Gratuity Scheme,

Prof. B.T. Deshmukh, M.L.C. and President of MFUCTO wrote a letter to the then Minister for Education Mr. Vilasrao Deshmukh on 24.7.1990, requesting him to accept the above demand . since the option already exercised by the teachers was prior to the introduction of voluntary retirement scheme i.e. before 7th March, 1990.

This issue was raised by NUTA President along with other like-minded-colleagues in the Council on 7th April, 1990, 7th August, 1991 and the 30th March 1993 through various parliamentary devices. Notice of the breach of privilege motion against the Hon'ble Higher Education Minister was given by Prof. B.T. Deshmukh on 12.4.93 in the Legislative Council. On the same day Hon'ble Chairman gave the ruling in the house asking explanation from the Minister concerned. The explanation was submitted by the Minister for Higher Education on 26th April to the Hon'ble Chairman, who further submitted the said G.R. (issued on the same day i.e. 26th April 1993) along with his explanation. Thus the effective employment of the device

of "breach of privilege motion" resulted into an issuance of the G.R. dated 26th April, 1993 which extended the period for exercising fresh option to join the pension-cum-gratuity scheme upto 31st October, 1993.

(5) **'PARTICIPATION' IN REFRESHER COURSES:** We are all aware that the letter campaign programme was organised in Maharashtra as per the call given by MFUCTO between 10th Sept. and 25th Sept. 1992 against the imposition of the condition of participation in 2 refresher courses/orientation courses/summer institutes of approximately 4 weeks' duration although the powers regarding the relaxation in this regard were vested in the respective Universities by G.R. dated 27th Feb, 1989.

After a prolonged debate on this issue, the Government has now issued a G.R. dated 20th July, 1993 deleting the above condition stipulated in para 1(2) of G.R. dated 15th December, 1993 and substituted the following condition " If the candidate willfully fails to participate in the two Refresher Courses in the event of opportunity having been offered to him, this shall entail stoppage of increments accruing after the said period and also other benefit. Increment and further benefit of promotion etc. shall be considered only on fulfilling the above said condition."

Although the Government has modified its stand on this issue to some extent, it has not as yet fully upheld the contention of the organisation in this respect.

(6) **ELECTION TO THE EXECUTIVE COMMITTEE OF NUTA:** In accordance with the provision of article VI (a) (ii) of the Constitution of NUTA the General Body of NUTA in its meeting held at Bharatiya Mahavidyalaya, Amravati on 21.11.93 elected the Office-bearers of the Executive Committee for the term of 5 years beginning on 1.1.1994, On your behalf, I congratulate all the newly elected Office-bearers of NUTA Executive Committee..

I take this opportunity to bring on record the contribution and services rendered to the organisation by Dr. A.V. Barhate who worked in the capacity of the Secretary of the organisation for the past 25 years.;

(6) 1. **DISTRICT UNIT ELECTIONS:** The programme of District Unit elections was approved by the Executive Committee of NUTA in its meeting held on 7.11.93 vide item No : 91. Accordingly the notice was issued on page 50 of 1993 NUTA Bulletin, I am very happy to inform you that this process of electing the office bearers and members of the District Unit was completed in a democratic and peaceful manner, in all the districts. It gives me immense pleasure to inform you that there was not a single complaint from any district regarding the process, conduct and the results of the elections. The number of members attending these unit meetings (which is mentioned in reports published in the NUTA Bulletin) was very satisfying. I am specially thankful to Dr. H.K. Verma, Prof. D.S. Padole, Prin A.K. Dey, Prof. R.G. Kale, Prof S.G. Puranik, Prin. T. G. Varhade, Dr. A.T. Pande, Prof, Dr. Ramakant Kolte, Prof, Haribhau Hiware, who worked as working chairmen in their respective districts and conducted the election, successfully. I, on behalf of the NUTA Executive and you all, congratulate the newly elected office bearers and members and also wish them a successful tenure.

(7) **DONATION OF ONE DAY'S WAGES TO THE CHIEF MINISTER'S FUND FOR THE EARTHQUAKE VICTIMS:** As you are aware, a severe earthquake hit Marathwada region on 30th September, 1993 leaving thousands of people dead and property worth crores of rupees damaged. MFUOTO responded to the situation immediately and gave a call to the college and University teachers to donate one day's wages to the Chief Minister's fund. NUTA brought out a special bulletin and realising its responsibility in respect of this catastrophe of unheard of magnitude appealed to the teachers community to contribute their mite in this task of relief and rehabilitation, Accordingly, the teachers in Maharashtra donated generously to help the government meet this extraordinary and unprecedented situation and joined the process of alleviation of the quake victims.

(8) **TASK AHEAD:** The organisation has many challenges to meet in near future. The Central government and the State Government have announced an interim relief of Rs. 100/- per month to all the employees. The University and college teachers have however, been excluded. In fact, the Central Universities, have also sanctioned an interim relief to their teachers.

**AIFUCTO AND MFUCTO** have already submitted a charter

of demands to the Central and Maharashtra government respectively. The demands mainly include the appointment of Committee for revision of pay-scales for University and College teachers and counting of service as demonstrators/tutors/method masters for placement in the higher grade of present U.G.C, scales. Secondly, the Five-men committee set up by the Government as agreed upon with MFUCTO on 29.8.86 to make recommendation regarding the issues arising out of the closure of subject, a class or a faculty or the change in syllabus and resulting reduction in work-load, submitted its report to the government in January, 1989 However, the government has not fully accepted the recommendation of the committee. Meanwhile, the government has issued a circular dated 20th March, 93 providing protection to the teachers in Commerce faculty becoming surplus due to the reduction in workload following the speedy dwindling student strength in that faculty. Although this circular would benefit many of our teachers, we want this principle of protection to be accepted in respect of all the teachers, in the faculties of Arts, Science, Social Sciences, and Home Science also;

(9) **MEMBERSHIP OF NUTA:** The NUTA membership has reached upto 3282 at the end of this year. This year the increase in membership is 3 .

10) I am glad to inform you that NUTA Bulletin has completed its 18th year of purposeful existence. This year we have circulated 52 pages of NUTA Bulletin, If you go through the NUTA Bulletin from 1st to last page, you will find that NUTA Executive has tried to give up to date information to all its members about their problems and how the NUTA Executive particularly its President Prof. B.T. Deshmukh has focussed them at Maharashtra Govt. Level through the Mah. Legislative Council.

(11) I am thankful to the press and their representatives both from Nagpur & Amravati areas, for wide coverage to the activities of the Association. This report shall not be complete unless I acknowledge the active cooperation and support of all the members of NUTA and also from non-members i.e. University, college and Junior College Teachers in the activities of the Association and response given by them to the various calls given by NUTA from time to time.

E.H. KATHALE  
SECRETARY, NUTA  
(P. 1 & 2 of 1994 NB)

## 1994

Dear Friends,

(1) It gives me great pleasure to accord you all a cordial welcome on behalf of the Executive Committee of NUTA and on my own behalf. It is indeed a proud privilege for me to place before this august body a brief account of our activities and achievements during the year 1994.

(2) Right from its inception, NUTA has been committed to the cause of the welfare of the Teachers' community. In keeping with this commitment, the organisation took up several issues concerning teachers during the period of this report.

(3) During this year, the organisation succeeded in getting several demands fulfilled by the government. Prof. B.T. Deshmukh, President, NUTA making use of his parliamentary skill got the government orders pertaining to the College teachers issued. They include government resolutions regarding the Readers' designation to the teachers in Arts, Science and Commerce Colleges who possess Ph.D. and have been placed in Selection Grade, counting of previous service for pension purposes rendered in recognised non - government unaided Arts, Commerce, Science and Education Colleges, and counting of previous service for the purpose of placement in Senior Scale.

(4) The Government of Maharashtra had announced the payment of Rs. 100 - as an interim relief to the Government Employees following the constitution of the Fifth Pay Commission. The order, however, excluded teachers drawing U.G.C. Scales. When the matter was brought to the notice of the Government, another G.R. making interim relief applicable to college teachers was issued on the 21st March 94.

(5) We are all aware that the problem of teachers becoming "Surplus" has been haunting the teaching community. Due to the continuous pressure from the organisation, in the Agreement

reached between the MFUCTO and the Govt. of Maharashtra on 29th July 1986, it was agreed to appoint the Five-Man Committee and this Committee submitted its Report on 29th Dec. 1988. In para 12 of this Report (printed on p.12 of 1993 NUTA Bulletin) the Committee recommended that there should be a list of the surplus teachers in the University and the management of the College shall ascertain from the University if there is any surplus teacher, before it advertises any vacant post of a teacher. But this recommendation was only resting idly in the pages of the Report and it was never considered for a serious and effective implementation. Over and above, the Govt. maintained calculated indifference towards this recommendation in the said Report, in spite of the efforts of Prof. B.T.Deshmukh through his repeated questions in the Council.

During the last two years, many teachers faced a serious threat of becoming surplus due to the dwindling student-strength. It was a happy coincidence that during this period the Bill for a common Act for all the Universities in Maharashtra was introduced and a Joint Committee was appointed to suggest amendments to the same. Prof. B.T.Deshmukh who also was a member of this Committee had seized this opportunity to incorporate in this Bill the recommendation of the Five-Man Committee regarding the surplus teachers. The Secretariate of the Legislative Council published two volumes containing the amendments suggested by various individuals and organizations, and the amendment suggested by Prof. B.T.Deshmukh appears at serial No. 13 on P. 14 of Vol. II. It is as below :

“Page 59 after line 43 following sub-section 36-A be added after section 36 namely :-

The Management of any affiliated college shall before proceeding to fill in vacancies of teachers in accordance with the prescribed procedure shall ascertain from the University whether there is any suitable person available on the list of surplus persons maintained by the University for absorption in other College and in the event of such person being available the Management shall appoint that person.”

It must be mentioned here that the joint Committee in its meeting held on 25th Feb. 1994 considered and agreed to incorporate this amendment in the Bill. Besides this, the Committee also agreed to extend this same scheme to the non-teaching staff also. Now the above amendment appears as section 79 (4) in the Maharashtra Universities Act 1994.

In the mean time the Govt. issued a Resolution giving protection to the surplus teachers in Arts, Science and Commerce faculties on 24th March 1994. But now the security for the surplus teachers is statutorily guaranteed in the Act and it is a very significant achievement of the Organisation in general and of Prof. B.T.Deshmukh in particular.

(6) The programme of college unit election meetings to be held on 24.9.94 was announced through NUTA Bulletin. As per rules, published in the Bulletin, the report of the meeting signed by the President, Secretary and the Chairman was expected to be sent to the office-bearers of NUTA. However, it was noticed that several units have not as yet submitted such reports.

(7) All India Federation of University and College Teachers' Organisation had given a call to observe August 31st 1994 as a 'Protest Day'. This action was in protest against the delaying tactics of the U.G.C. and the Government of India in appointing a committee for the revision of pay-scales. NUTA decided to Join the Nation-wide protest day and requested its members to wear black badges while on duty on 31st August 94. However, the action had to be cancelled as the Govt. of India immediately appointed a pay-revision committee for the University and College teachers under the Chairmanship of Dr. Rastogi.

(8) With great sense of pride and pleasure I report to the General Body that the Organisation has installed computerised pre-printing system at its office in Amravati. The Executive Committee in its meeting dated 11.9.94 approved the proposal to install this system. This was possible by the utilization of the savings earned through special NUTA Bulletin issues regarding Irrigation backlog and Amravati Corporation Grant-in-aid formula as also the amount of Rs. 11000/- received as donation from Amravati Rajyashastra Parishad for this purpose. A Committee under the chairmanship of Prof. S.A.Tiwari with Prof. R. Chittaranjan, Prin.S.B.Chinchmalatpure, Prof. Aniruddha Gawande, Prof. C.K.Damle, Prof.S.B.Lohiya, and Prof. G.N.Wankhade as its members was constituted for the purpose. The Committee worked ceaselessly under the guidance of Prof. B.T.Deshmukh and got the system installed within a period of a

month. I wish to put on record our sincere thanks to the Amravati Rajyashastra Parishada for the donation and the members of the above committee for their excellent job.

(9) The Academic Council of Amravati University had sought to increase the strength of a practical batch in Science faculty from 16 to 20. The Organisation took immediate steps and with the efforts of the office-bearers of NUTA and the teacher-members of the Academic Council of Amravati University, the vile motives and the vicious intentions of the University administration were thwarted and defeated. The success of the speedy response of the Association was that the Academic Council not only rejected the proposal to increase the practical batch from 16 to 20 students, but we also achieved the purpose of deleting the proviso of para 4 of the Ordinance 20.

(10) As you know, the New Maharashtra Universities Act, 1994 has come into force from 22nd July, 94. The University Bill - 92 introduced in Legislative Assembly was referred to the Joint Committee for examination of which our NUTA President Prof. B.T.Deshmukh was one of the members. Prof. B.T.Deshmukh spared no pains in putting forth at the several meetings of the Joint Committee, the considered and well-established views of our organisation on the Bill. We are proud to note that he played a pivotal role in this laborious and painstaking exercise of improving substantially and satisfactorily the Original Bill and was to a great extent instrumental in removing many defects from the Bill.

**TASK AHEAD** : A Meeting of the Lecturers affected or likely to be affected by NET was held at Wardha following which District contact meetings of such teachers were held to collect detailed information of these teachers and appraise them of the stand of the organisation on this issue.

We will have to pursue this matter further at government level and may have to resort to the means of agitation, if the situation so demands, to compel the government to accept the correct position.

Counting of service of tutors, demonstrators, method masters for placement in higher grade is another major demand of ours. The matter is being discussed with the government and we look forward to a positive response.

(11) **MEMBERSHIP OF NUTA** : The NUTA membership has reached upto 3381 at the end of this year. This year the increase in membership is 99.

(12) I am glad to inform you that NUTA Bulletin has completed its 19th year of purposeful existence. This year we have circulated 72 pages of NUTA Bulletin. If you go through the NUTA Bulletin from 1st to last page, you will find that NUTA Executive has tried to give upto date information to all its members about their problems and how the NUTA Executive particularly its President Prof. B.T.Deshmukh has focussed it at Maharashtra Govt. Level through the Mah. Legislative Council.

(13) I am thankful to the press and their representatives both from Nagpur & Amravati areas, for wide coverage to the activities of the Association. This report shall not be complete unless I acknowledge the active cooperation and support of all the members of NUTA and also from non-members i. e. University, College and Junior College Teachers in the activities of the Association and response given by them to the various calls given by NUTA from time to time.

E.H. KATHALE  
SECRETARY, NUTA  
(P. 27 & 28 of 1995 NB)

## 1995

Dear Friends,

(1) It gives me great pleasure to accord you all a cordial welcome on behalf of the Executive Committee of NUTA and on my own behalf. It is indeed a proud privilege for me to place before this august body a brief account of our activities and achievements during the year 1995.

(2) Right from its inception, NUTA has been committed to the cause of the welfare of the Teachers' community. In keeping with this commitment, the organisation took up several issues concerning teachers during the period of this report.

(3) During this year, the organisation succeeded in getting several demands fulfilled by the government. Prof. B.T.Deshmukh, making use of parliamentary devices got the

government orders pertaining to the counting of previous service for the purpose of placement in Senior Scale/Selection Grade. Now the Government resolution regarding counting of previous service for the purpose of placement in Senior Scale/Selection Grade is issued. Further it is due to the employment of appropriate devices in the legislative council that the Government resolutions regarding, qualifications in respect of P.E. Ts in Junior colleges, and revised pay-scales to vocational teachers at +2 level are also issued. Prof. B.T. Deshmukh also succeeded in getting orders issued in respect of nonpayment of salaries to the lecturers of Karmavir Mahavidyalaya, Mul and the pending arrears of U.G.C. pay-scales to the lecturers of National Institute of Social Work, Nagpur.

(4) It needs to be mentioned here, that physical education teachers in junior colleges were required to have 2nd division at graduation level, while teachers of other subjects in junior colleges need not possess 2nd division at graduation level. This unjustified discrimination was brought to the notice of the government by prof. B.T. Deshmukh in the Legislative Council and consequently the government removed this discrimination by issuing the G.R. dated 13th March, 1995. On the same lines another achievement was in favour of the college teachers working in the Tribal areas. The government declared incentive allowance to the officers and the school teachers working in the Tribal areas and excluded the college teachers from the same incentive allowance. However the govt. had agreed to provide the incentive allowance to the college teachers also, after the successful attempt of Prof. B.T. Deshmukh. Similarly when 108 teachers from Anjangaon Surji were taken by the police into custody after their agitation, Prof. B.T. Deshmukh gave notice under rule 93 in the Legislative Council and extracted the assurance from the Home Minister to drop all cases against those teachers.

(5) **UNIVERSITY ELECTIONS** : You are aware that the new Maharashtra Universities Act, 1994 has come into effect from 22nd July, 1994 and the process of electing new bodies took place in all the Non-agricultural universities in the state during this year. It is worth mentioning here that the Senate elections in Amravati University area were fought officially by NUTA for the first time in the history of our organisation. And I am happy to report that 14 out of 19 elected teachers and 8 out of 10 elected graduates were from the official panel of NUTA. In Nagpur University Senate elections, although there was no official panel, 13 out of 18 elected teachers and 4 out of 10 elected graduates were from the panel fielded by teachers and other like-minded comrades supporting NUTA. I express my heartfelt thanks on behalf of NUTA to all of you for showing faith in NUTA's leadership. I congratulate all the elected Senate members on their victory and assure you that they will work hard in various university bodies for the cause of betterment of the University Administration in general and teaching community in particular and fulfill their commitment as promised in the election manifestoes.

(6) **STATE GOVERNMENT'S "BLACK ORDER" TO AMRAVATI UNIVERSITY IN RESPECT OF "SHIKSHAK BHAVAN"** . : You are all aware that the Amravati University has handed over "Shikshak Bhavan" located in the campus of Amravati University to NUTA on the 11th June 1995. Though this was done in consonance with the well established principle of providing suitable premises to the registered Association for its organisational activities, the Govt. of Maharashtra vide its order dated 30th September, 1995 has directed the Amravati University to withdraw the handing over of the Shikshak Bhavan. By doing so the government has made prejudicial invasion on the university autonomy on the basis of false, illegal and extra-constitutional factors. It is worth mentioning here that the earmarked donation of Rs. One lakh received for this purpose was utilised by Amravati University as provided for in section 8 (1) (d) of Maharashtra Universities Act, 1994. We strongly condemn this action on the part of the government of Maharashtra and appeal to you to be ready for struggle that may be required to be launched against this dictatorial attitude of the Govt. and to uphold the spirit of just and legal claim of the teachers' organisations.

(7) **TASK AHEAD** : You are already in the know of the fact that the Rastogi Committee has been set up by the U.G.C. to consider revision of pay scales of University and college teachers after the teachers organisations pressed for the same. Now it is our concern that the committee submits its report at the earliest. MFUCTO had organised a massive morcha at Bombay on 25.9.95 and the Charter of demands included the

acceptance by Rastogi committee and the Fifth pay Commission of the demands presented to them by the AIFUCTO. I feel happy to state that the Morcha was largely attended by the members of NUTA from Nagpur & Amravati University area. This action at state level was preceded by the All-India level action programme of "Dharna" at Delhi on 21.8.95 to expedite the working of the Rastogi committee. The organisation has already made its stand clear in respect of the clearance of NET/SET as the eligibility condition for the recruitment of teachers in Universities and colleges and the same has been circulated on page No. 57 of 1994 NUTA Bulletin. This stand of ours was also endorsed and supported by the MFUCTO and the same was incorporated in its report for the year 1994 as circulated on page no. 43 of 1995 NUTA Bulletin. The Charter of Demands in pursuance of which the Morcha was taken out by MFUCTO at Bombay on 25.9.95 also included "immediate withdrawal of government circular stipulating that teachers who do not clear the NET/SET examination before 31st March 1996 should be discontinued and application of the NET/SET conditions only to candidates and not to teachers already in service". Consequent to our efforts, the Govt. issued the Resolution dated 22.12.95 which definitely indicates that the Government has realised the fault in its previous stand and has provided a partial and temporary relief to the possible victims of NET/SET. However we cannot ignore the illegality of the conditions incorporated in this G.R. and also the magnitude of the harm to be caused by these conditions. It will be, nonetheless, pertinent here to state that the teachers will have to be ready for the struggle to force the government to accept the correct position on the issue and also for the possible struggle for pay revision.

(8) **MEMBERSHIP OF NUTA** : The NUTA membership has reached upto 3405 at the end of this year. This year the increase in membership is 24

(9) I am glad to inform you that NUTA Bulletin has completed its 20th year of its purposeful existence. This year we have circulated 64 pages of NUTA Bulletin. If you go through the NUTA Bulletin from 1st to last page, you will find that NUTA Executive has tried to give up-to-date information to all its members about their problems and how the NUTA Executive particularly its President Prof. B.T. Deshmukh has focussed them at Maharashtra Govt. level through the Legislative Council.

(10) I am thankful to the press and their representatives both from Nagpur & Amravati areas, for wide coverage to the activities of the Association. This report shall not be complete unless I acknowledge the active cooperation and support of all the members of NUTA and also from nonmembers i. e. University, College and Junior College Teachers in the activities of the Association and response given by them to the various calls given by NUTA from time to time.

E.H. KATHALE  
SECRETARY, NUTA

(P. 20 of 1996 NB)

# 1996

Dear Friends,

(1) It gives me great pleasure to accord you all a cordial welcome on behalf of the Executive Committee of NUTA and on my own behalf. It is indeed a proud privilege for me to place before this august body a brief account of our activities and achievements during the year 1996.

(2) Right from its inception, NUTA has been committed to the cause of the welfare of the Teachers' community. In keeping with this commitment, the organisation took up several issues concerning teachers during the period of this report.

(3) During this year, the organisation succeeded in getting a few demands fulfilled by the government. Prof. B.T. Deshmukh followed up these issues with his characteristic perseverance in the Legislative Council and got some of the important Government resolutions issued. In this context, a classic example is the Government Resolution No. "उच्च व तंत्रशिक्षण आणि सेवायोजन विभाग, शासन निर्णय क्रमांक - एनजीसी १२९५/५७८१७/प्रकरण क्र. ३१०९ विधि-४ दिनांक - २८ नोव्हेंबर, १९९६." relating to Leave Travelling Concession to the College and University staff. The starred question relating to this subject was first asked vide S.Q.No. 1372 on 9th Aug.95, and the progress and follow-up of the same traversed in a surprising fashion and culminated in the favourable gesture of the Govt, emerging as the government

resolution mentioned above.

Government Resolutions relating to the Designation of Reader to the teachers having Ph.D., counting of service in Primary Schools for the purpose of pensionary benefits, and extension of U.G.C. scales to the Librarians in Social work colleges are issued during the year.

(4) **SHIKSHAK BHAVAN** : The members of NUTA will recall that the State Government had issued an order dated 30.9.95 directing the Amravati University to withdraw its action regarding the handing over of the Shikshak Bhavan to NUTA. Elaborating factual position regarding this issue, we had appealed to you to be ready for the struggle that may have to be launched against the attitude of the government and to uphold the spirit of just and legal claim of the teachers' community.

(5) The organisation had also filed a petition no. 3828 of 1995 in the High Court. And Hon'ble Nagpur Bench of Bombay High Court granted a stay to the operation of the above order. Prof. B.T. Deshmukh also raised the issue in the House through calling attention motion and succeeded in extracting an assurance from the government that it would clarify its position within 15 days after winter session. Finally, in view of the solidarity exhibited by the teaching community to fight for their rightful claim the government was forced to issue an order dated 22.1.96 withdrawing the said order. It was indeed a great victory for the organisation.

(6) **CONDITION OF NET/SET** : The Organisation has all along stated that the condition of eligibility test was for the candidates seeking employment as a teacher in a college or a University and not for the teachers already in service. Ultimately the government also realised a point in the stand taken by the organisation and issued a G.R. dated 22.12.95. Although the said G.R. offered some relief to the affected teachers, by doing away with the condition of passing NET/SET before 31.3.96, the government also sought to impose some new irrational conditions like not allowing annual increment, not counting the service for career advancement and seniority etc. till the clearance of eligibility test. The organisation has already communicated to the government its disagreement with these conditions since they were inconsistent with the orders of the central and state governments and the agreement with MFUCTO.

(7) In response to the call of MFUCTO, several teachers in Nagpur and Amravati Universities area sent letters between 1.3.96 and 15.3.96 to the Chief Minister protesting against the G.R. dated 22.12.95.

(8) NUTA has not only been committed to the cause of the teachers but has also exhibited its commitment to the social cause in general. During the current year NUTA has brought out two special issues one on "Ghatanji water Supply Scheme" and the other on "Backlog". It will appear from the Ghatanji Water Supply Scheme Issue' that the construction of the scheme at Ghatanji could be completed in time due to Prof. B.T. Deshmukh's skillful handling of the legislative devices in the Council. The 'Backlog Special' is one of the most important documents on the subject and is a product of meticulous and scientific study. The document is expected to serve as a valuable reference booklet on the issue of backlog. Both these documents reflect sincere efforts put in by Prof. B.T. Deshmukh as a member of the Legislative Council.

(9) **DHARNA AT BOMBAY** : A large number of teachers from Nagpur and Amravati Universities area took part in the "Dharna" staged at Mantralaya, Bombay on 10.12.96. The "Dharna" was in response to a call of AIFUCTO and MFUCTO to demand inter alia immediate publication of the reports of U.G.C. Pay Review Committee and the Fifth Central pay Commission and all the three instalments of interim relief at par with teachers in Central Universities and several states where state scales are automatically linked to central scales.

(10) **REINSTATEMENT OF PROF. SUSHILKUMAR KALMEGH AND PROF. KU. SWATI MANDLE.** : The reinstatement of Shri Sushilkumar Kalmegh and Ku. Swati Mandle, both lecturers in Computer Science Department of Amravati University was another noteworthy achievement for the organisation. Both these teachers were selected by the duly constituted selection committee and possessed requisite qualifications at the time of recruitment. Nevertheless, they were given short-term appointment orders and stood terminated at the end of the session. The termination came into effect because of the refusal of the University to change their orders into continuous appointment in the light of the G.R. dated 22.12.95. The Hon'ble Tribunal had also ordered the reinstatement of these

two teachers and although the University extended the benefit of the G.R. dated 22.12.95 to several teachers in affiliated colleges, it refused to follow its orders in respect of its own teachers. The organisation was therefore forced to resort to the means of agitation. About 300 teachers led by Prof. Eknath Kathale, Secretary NUTA staged stormy demonstrations at the Senate meeting of Amravati University held on 14.11.96. Prof. B.T. Deshmukh, the member of the Senate moved an adjournment motion in the House. Following a long debate on the motion, the University agreed to issue the order of reinstatement to these teachers on 14.11.96. The University then also withdrew the case filed in the High Court.

(11) I congratulate the teachers for exhibiting their united strength and thank the members of the Senate for extending their support on this issue.

(12) Prof. B.T. Deshmukh has made his mark as the most noteworthy member of the Legislative Council ever since he entered the Council in 1980. With his rare qualities of studiousness and skillful handling and employment of devices in the House, he has carved a special place for himself in the Legislature. It was in recognition of this extraordinary and brilliant performance of his that he has been awarded the first "Best parliamentarian" 'उत्कृष्ट संसदपटु' award for this year by the Maharashtra Branch of Commonwealth Parliamentary Association. We are proud of the fact that he is the first recipient of such award. The citation presented to him very aptly brings out the qualities which made him such an exemplary parliamentarian. The citation reads :-

“श्री. भाऊराव तुळशीरामजी देशमुख, विधानपरिषद सदस्य हे गेली १५ वर्षांहून अधिक काळ संसदीय प्रणालीचा पाया मजबूत करण्यामध्ये एक अग्रेसर म्हणून ओळखले जातात. सन १९८० मध्ये त्यांनी जेव्हा विधानमंडळामध्ये प्रवेश केला तेव्हापासून त्यांनी आपली संसदीय प्रणाली अधिक भक्कम होण्यासाठी भरीव योगदान दिले आहे. सामाजिक जाणिवेची निसर्गदत्त देणगी आणि उत्कृष्ट धैर्य त्यांना लाभल्याने त्यांनी नेहमीच राज्यातील जनतेच्या भल्यासाठी निश्चून आणि अत्यंत निर्धाराने आपली बाजू मांडली. त्यांनी अभ्यास व तपश्चर्येद्वारा वाटचाल केली आणि अशा तऱ्हेने त्यांनी लोकांच्या समस्यांचा आवाका आणि व्याप्ती पूर्णपणे समजून घेतली. त्यांची उपजत बुद्धिमत्ता आणि कार्यकुशलता यामुळे त्यांचे विशेष व्यक्तिमत्व बनले आहे. विविध विषयांचे अर्थपूर्ण व सुलभ विशदीकरण करण्याच्या त्यांच्या हातोटीमुळे महाराष्ट्र विधानमंडळाच्या माध्यमातून संसदीय प्रणाली सजीव आणि समृद्ध होण्यास मदत झाली आहे. विधिमंडळाचे नियम आणि कार्यपद्धती यावर असलेली त्यांची उत्तम पकड आणि संसदीय सभ्याचार व प्रतिष्ठा तसेच समित्यांच्या कामांची उत्तम जाण याकरिता ‘ उत्कृष्ट संसदपटु ’ हा पुरस्कार त्यांना देण्यात राष्ट्रकुल संसदीय मंडळाच्या महाराष्ट्र शाखेला अतिशय आनंद होत आहे.”

(13) we take great pride in the honour conferred on Prof. B.T. Deshmukh as it is a tribute not only to prof. Deshmukh but also to the organisation of teachers which he leads.

(14) **TASK AHEAD** : The Organisation has demanded the withdrawal of the G.Rs dated 19.6.96 and 22.2.96 relating to the size of class strength, since they are in violation of consensus no 2 of the Government's agreement with MFUCTO of 15.7.77 and also that of the existing statutes and ordinances in the Universities. The Organisation has also demanded the withdrawal of the G.R. dated 22.5.96 prescribing norms for practical batch and the issuance of an appropriate order in accordance with the Judgement dated 10.1.85 of the high Court in this matter. Compelling the government to withdraw irrational conditions regarding NET/SET imposed by the G.R. of 22.12.95 is another important task ahead.

(15) The teaching community will have also to be prepared to fight for the issues of revision of pay-scales and counting of past service of tutors/Demonstrators/Field work supervisors for the purpose of career advancement.

(16) **MEMBERSHIP OF NUTA** : The NUTA membership has reached upto 3505 at the end of this year. This year the increase in membership is 100

(17) I am glad to inform you that NUTA Bulletin has completed 20th year of its purposeful existence. This year we have circulated 148 pages of NUTA Bulletin. If you go through the NUTA Bulletin from 1st to last page, you will find that NUTA Executive has tried to give up-to-date information to all its

members about their problems and how the NUTA Executive particularly its President Prof. B.T.Deshmukh, has focussed them at Maharashtra Govt. level through the Legislative Council.

(18) I am thankful to the press and their representatives both from Nagpur & Amravati areas for wide coverage to the activities of the Association. This report shall not be complete unless I acknowledge the active cooperation and support of all the members of NUTA and also non members i. e. University, College and Junior College Teachers in the activities of the Association and response given by them to the various calls given by NUTA from time to time.

E.H. KATHALE  
SECRETARY, NUTA  
(P. 10 & 11 of 1997 NB)

## 1997

Dear Friends,

(1) It gives me great pleasure to accord you all a cordial welcome on behalf of the Executive Committee of NUTA and on my own behalf. It is indeed a proud privilege for me to place before this august body a brief account of our activities and achievements during the year 1997.

(2) Right from its inception, NUTA has been committed to the cause of the welfare of the Teachers' community. In keeping with this commitment, the organisation took up several issues concerning teachers during the period of this report.

(3) During the current year the organisation achieved success in getting a few of our demands fulfilled by the government. The President of the organisation, Prof.B.T.Deshmukh followed up the issues in the legislative Council with his usual perseverance and got the relevant orders issued by the government. They include Government Resolution pertaining to the exemption to teachers who have already been placed in the Selection Grade from completing two Refresher courses thereby compelling the government to accept the stand taken by U.G.C. in this respect. You must have noted repeated questioning by Prof. B.T.Deshmukh in the Legislative Council in this respect. Other Government Resolutions pertain to Leave Travel Concession to the employees in Recognised private schools, redesignating demonstrators working in Ayurved & Unani Colleges as lecturers, the payment of pension to the employees working in Secondary and Higher Secondary Schools run by Municipal Councils in the State.

**(4) PARTICIPATION IN ACTION PROGRAMMES :** a) The members of NUTA participated in the various action programmes in response to the call given by AIFUCTO & MFUCTO from time to time to press for the solution of pending demands of the teaching community. The AIFUCTO'S March of 18th March, 97 at Delhi and the demonstrations organised at the University centres on the 22nd September, 97 were largely attended by the teachers in Nagpur and Amravati Universities area.

b) The One-day cease-work on the 9th December 97 as per call of AIFUCTO to highlight the issue of early and just settlement of pay-revision of College and University teachers was a complete success. This One-day action was meant to serve a notice to the concerned authorities of the proposed indefinite strike from the 20th January, 98.

c) The "Dharma" organised by MFUCTO at Mumbai on 3.12.97 to press for the solution of the problems of NET/SET affected and refresher Course-affected teachers was well responded to by the teachers in our area. In response to the letter agitation programme of MFUCTO on the same issue, several hundred teachers from Nagpur and Amravati Universities area sent letters to the government between 29th November and 4th December, 97.

**(5) ORGANISATIONAL MEETINGS :** a) The College-wise meetings of teachers were organised in all the Nine Districts between the 26th February and the 16th March, 97 as a part of preparation for the publication of "B.T.Deshmukh Abhinandan Visheshank' and the Chalo Delhi' call given by AIFUCTO.

b) The Meetings of teachers were held in Amravati University area between 18th August and 31st August, 97. NUTA president Prof.B.T.Deshmukh addressed these meetings in which the issues of Fifth pay commission Report, the present status of Backlog in Vidarbha, the formation of Vidarbha Vikas Prabodhini and other organisation matters were highlighted.

c) Meetings at District places in Nagpur University area were

organised between 23rd November and 7th December, 97 which were addressed by the President Prof. B.T.Deshmukh. Prof. Deshmukh elaborated on the proposed action programmes in respect of pay-revision and other issues before the organisation.

**(6) PUBLICATION OF "PROF. B. T. DESHMUKH ABHINANDAN VISHESHANK" :** As you know, our president Prof. B.T.Deshmukh was awarded the "Best Parliamentarian Award" for 95-96 for his exemplary performance in the Legislative Council. It was decided by the Executive Committee of NUTA to accord appropriate felicitation to Prof. Deshmukh by publishing a special issue of NUTA Bulletin documenting his performances in the Council. An appeal was made to the members of NUTA and his well-wisher to contribute to this event. I must put it on record that the members overwhelmingly contributed to this event for which I thank them on behalf of the organisation. Prof. B.T.Deshmukh Abhinandan visheshank' was published in an impressive function at Amravati on the 18th May, 97. The function was attended by the large number of teachers and the well-wishers from different walks of life.

**(7) SOCIAL COMMITMENT :** While striving hard for safeguarding the interests of the teaching community, NUTA has always remained aware of its duty and commitment to the society at large. It was in fulfilment of this commitment that the decision has been taken to establish "Vidarbha Vikas Prabodhini" which is expected to be a forum to study and highlight the issues of development in vidarbha and the removal of backlog.

**(8) SPECIAL ISSUES OF NUTA BULLETIN :** During this year, special issues of NUTA Bulletin pertaining to water supply schemes at Wani and Pandhatkawada. were published simultaneously with the "Abhinandan Visheshank"

**(9) TASK AHEAD :** In the coming days, the organisation will be expected to address itself to many important tasks. Just and immediate settlement of pay-revision is, of course, going to be the most urgent one of them. And the members of the organisation may have to be prepared for a long battle that will have to be fought in the months to come. Other tasks ahead of us are the removal of unjust conditions imposed on teachers who have not cleared NET/SET, arbitrary application of the condition of refresher courses and the problems faced by the Librarians and the Directors of Physical Education.

**(10) MEMBERSHIP OF NUTA :** The NUTA membership has reached upto 3577 at the end of this year. This year the increase in membership is 72.

(1) I am glad to inform you that NUTA Bulletin has completed 22nd year of its purposeful existence. This year we have circulated 212 pages of NUTA Bulletin. If you go through the NUTA Bulletin from 1st to last page, you will find that NUTA Executive has tried to give up-to-date information to all its members about their problems and how the NUTA Executive particularly its President Prof. B.T.Deshmukh has focussed them at the State Government level through the Legislative Council.

(2) I am thankful to the press and their representatives both from Nagpur & Amravati University areas for wide coverage to the activities of the Association. This report shall not be complete unless I acknowledge the active cooperation and support of all the members of NUTA and also the non-members i. e. University, College and Junior College Teachers in the activities of the Association and response given by them to the various calls given by NUTA from time to time.

E.H. KATHALE  
SECRETARY, NUTA  
(P. 12 & 13 of 1998 NB)

## 1998

Dear Friends,

(1) It gives me great pleasure to accord you all a cordial welcome on behalf of the Executive Committee of NUTA and on my own behalf. It is indeed a proud privilege for me to place before this august body a brief account of our activities and achievements during the year 1998.

(2) Right from its inception, NUTA has been committed to the cause of the welfare of the teachers' community. In keeping with this commitment, the organization took up several issues concerning teachers during the period of this report.

(3) During the current year, the organization achieved success in getting a few of our demands fulfilled by the Government. The President of the organization, Prof. B. T. Deshmukh

followed up the issues in the legislative council with his usual perseverance and got the relevant orders issued by the Government. They include a G.R. dated 22nd May, 1998 ordering the release of increments of the Net/Set-affected teachers which were withheld due to non-clearance of Net/ Set examination; and the circular dated 18th May, 1998 regarding the release of stopped increments in respect of the teachers who were not responsible for the non-completion of requisite number of Refresher Courses.

**(4) PARTICIPATION IN ACTION PROGRAMME :** a) The members of NUTA participated in the various action programmes in response to the call given by AIFUCTO and MFUCTO from time to time to press for the solution of pending demands of the teaching community. You may recall that the AIFUCTO had to postpone the proposed indefinite strike scheduled to begin from 20-1-98 in view of the political developments in the country. AIFUCTO, in stead decided to hold massive march to Parliament on 14-4-98, the date being a gazzetted holiday had to be further changed to 16-4-98. Prior to this, in response to the call of AIFUCTO, suitable demonstrations were organized in State Capital Mumbai on 12-1-98 and telegrams were sent to the Prime Minister and the Education Minister. Both these programmes were largely attended by the members of NUTA.

b) Due to the apathetic attitude of the Central Government which has newly taken office, the AIFUCTO again decided to hold massive demonstrations in Delhi on 21-7-98; and to observe 4th of the August as the Countrywide Warning Action Day. The AIFUCTO simultaneously gave a call for a country-wide indefinite strike of College and University teachers from the 11th of August for the fulfilment of the demands contained in the 36-point charter.

c) The countrywide indefinite strike of teachers, which began on 11-8-98 came to be concluded on the 5th of September, 98 following a settlement between the Ministry of H.R.D. and the AIFUCTO. The strike evoked good response from the teachers all over the country and the participation of the teachers from Nagpur and Amravati Universities area was complete. On the 24th August, 98, the NEC of AIFUCTO resolved to intensify the struggle by way of organizing a programme of court arrest of teachers at Shastri Bhavan on the 4th September, 98. The programme proved to be a grand success in which nearly 40,000 teachers all over the country courted arrest. The determination and solidarity displayed by the teachers forced the Government to enter into a Settlement with AIFUCTO. I must express my thanks to the University and College teachers in Vidarbha for their cooperation during the strike period. NUTA Executive is also indebted to all others who supported the cause of teachers on strike.

d) On conclusion of the strike, the District-wise meetings of the teachers were organized. The office-bearers of NUTA and MFUCTO Prof. B.T. Deshmukh, Prof. C.D. Kongre, Dr. E.H. Kathale, Prof. S.A. Tiwari, Prof. Anil Dhage, and Prof. A.G. Somvanshi addressed the meetings to explain the post-strike situation and the gains made in the strike.

e) The Union Government has now issued further orders contained in the Order dated the 6th November, 98 making certain modifications to the original scheme based on the agreement with the AIFUCTO. The MFUCTO had given a call for a one-day token action on 11th December, 98 in association with the Coordination Committee of the Government and Semigovernment employees and teachers organizations in Maharashtra to compel the state Government to issue G.R. immediately on revised scales of pay for implementation with effect from 1.1.96 and to protest against the decision of the Government to deny 14 months' arrears of allowances to all the employees and teachers due to implementation of these allowances from October, 98. The participation of teachers in this programme was also total.

**(5) ELECTION TO THE LEGISLATIVE COUNCIL FROM THE AMRAVATI DIVISION GRADUATES CONSTITUENCY:** Dear friends, 18 years back NUTA had taken a decision to nominate Prof. B.T. Deshmukh as its official candidate from Vidharbha Graduates Constituency for Legislative Council. NUTA believed that the direct participation of a teacher representative responsible to the Organization would go a long way in safeguarding the interests of teachers. This view of the Organization was fully vindicated with the success achieved by Prof. B.T. Deshmukh in solving the problems of the teachers and other sections of the Society through his outstanding performance in the Council. Prof. B.T. Deshmukh has made a mark as the most noteworthy

member of the Legislative Council ever since he entered the House in 1980.

NUTA Executive, therefore, once again decided to declare the official candidature of Prof. B.T. Deshmukh for election to the Legislative Council from Amravati Graduates Constituency held on the 13th November, 98. The Vidarbha Madhyamik Shikshak Sangh had also declared the candidature of Shri V.U. Daigavane from Nagpur Division Teachers' Constituency. A joint meeting of the Executive Committees of both the Organizations was held at Wardha on 19-7-98 in which it was decided to offer mutual support to both the candidates. District-wise meetings of teachers and Registered Graduates were organized in Nagpur and Amravati regions respectively to appeal to the voters to vote in favour of these candidates. The meetings were jointly addressed by the leaders of both the Organizations.

In response to NUTA's request, almost all the political parties barring those who had their candidates in the fray and various professional organizations supported the candidature of Prof. B.T. Deshmukh. I am glad to inform the House that Prof. B.T. Deshmukh was elected for the fourth consecutive term with a thumping majority mainly due to the support from all the sections of the society. While congratulating Prof. B.T. Deshmukh, I take this opportunity to place on record our sincere thanks to all those who made this victory possible and so outstanding. I also congratulate Shri V.U. Daigavane who was elected from Nagpur Division Teachers' Constituency for second consecutive term with a convincing margin with the support from NUTA. NUTA places on record its appreciation for the cooperation given by the Madhyamik Shikshak Sangh.

**(6) ELECTION TO THE EXECUTIVE COMMITTEE OF MFUCTO :** The General Council of MFUCTO, which met at Mumbai on the 11th, October, 98, elected the new Executive Committee for the period 1998-2000. I am glad to inform you that the following members of the NUTA Executive Committee were elected to the MFUCTO Executive Committee.

Dr. E.H. Kathale – Vice President  
 Prof. S.A. Tiwari – Vice President  
 Prof. S.T. Sangale – Joint Secretary  
 Prof. B.T. Deshmukh – Executive Committee Member.  
 Dr. S.K. Kalnawat – Executive Committee Member.  
 Dr. A.S. Satputaley – Executive Committee Member.  
 Prof. C.D. Kongre – Executive Committee Member.  
 Prof. A.W. Dhage – Executive Committee Member.  
 Prof. A.G. Somvanshi – Executive Committee Member.

On behalf of all of you, I congratulate all these elected representatives.

**(7) SPECIAL ISSUE OF NUTA BULLETIN & PUBLICATION OF "MAHARASHTRATIL JALSINCHAN ANUSHESH: KSHA KIRAN PARIKSHA."** During this year a special issue of NUTA Bulletin entitled 'Akola Pur Niyantran Yojana Visheshank' was published.

While striving for safeguarding the interests of the teaching community, NUTA has always remained aware of its duty and commitment to the society at large. It was in fulfilment of this commitment that the decision was taken to publish a book titled 'Maharashtratil Jalsinchan Anushesh: Ksha Kiran Pariksha' authored by Prof. B.T. Deshmukh. The publication of the book took place in a function at Amravati on the 17th May, 98 in the presence of experts in the field.

**(8) TASKS AHEAD :** As you know, the 26-day long nationwide strike of College & University Teachers was called off following an agreement between the H.R.D. Ministry & the AIFUCTO on the 5th September, 98. Subsequently, the Central Government has issued a revised notification dated 6th November, 98, which is incomplete in respect of the commitments made in the said agreement. While we will have to continue our struggle to get the agreement fully implemented under the able leadership of AIFUCTO, we will have also to strengthen our fight at the state level, since the State Government has not taken any step regarding the implementation of the Pay-revision scheme in the state.

Other tasks ahead of us are the removal of unjust conditions imposed on teachers who have not cleared Net/Set, arbitrary application of the condition of Refresher Courses and the problem relating to Librarians and the Directors of Physical Education.

**(9) MEMBERSHIP OF NUTA :** The NUTA membership has



reached upto 3708 at the end of year. This year the increase in membership is 131.

a) I am glad to inform you that NUTA bulletin has completed 23rd year of its purposeful existence. This year we have circulated 136 pages of NUTA Bulletin. If you go through the NUTA Bulletin from first to the last page, you will find that NUTA Executive has tried to give up-to-date information to all its members about their problems and how the NUTA Executive particularly its President Prof. B.T. Deshmukh has focussed them at Maharashtra Govt. level through the Legislative Council.

b) I am thankful to the press and their representatives both from Nagpur and Amravati areas, for wide coverage of the activities of the Association. This report shall not be complete unless I acknowledge the active cooperation and support of all the members of NUTA and also from nonmembers i.e. University, College and Junior College Teachers in the activities of the Association and response given by them to the various calls given by NUTA from time to time.

Dr. E.H. KATHALE  
SECRETARY, NUTA  
(P. 44-46 of 1999 NB)

## 1999

Dear Friends,

It gives me great pleasure to accord you all a cordial welcome on behalf of the Executive Committee of NUTA and my own behalf. It is indeed a proud privilege for me to place before this august body a brief account of our activities and achievements during the year 1999.

(2) Right from its inception, NUTA has been committed to the cause of the welfare of the teachers' community. In keeping with this commitment, the organization took up several issues concerning teachers during the period of this report.

(3) During the current year, the organization achieved success in getting a few of our demands fulfilled by the Government. The President of the organization, Prof. B. T. Deshmukh followed up the issues in the legislative council with his usual perseverance and got the relevant orders issued by the Government. They include a G.R. dated 1st March, 1999 regarding pay protection to the Junior college teachers if they are appointed in Senior college through selection committees, G.R. dated 1st March, 1999 withdrawing irrational conditions regarding completion of orientation/Refresher courses imposed by G.R. dated 18th May 1998, G.R. dated 6th March, 1999 regarding students strength in Non-Government Arts/Science and Commerce Colleges and G.R. dated 25th August, 1999 regarding absorption of surplus women teachers.

**(4) PARTICIPATION IN ACTION PROGRAMME :** a) The members of NUTA participated in the various action programmes in response to the call given by AIFUCTO and MFUCTO from time to time to press for the solution of pending demands of the teaching community. You may recall that after a great struggle under the able leadership of AIFUCTO the Union Government issued its order dated 6th November, 1998 making certain modifications to the original scheme (dated 27th July 1998) of revised pay scales to the University and College teachers. However, Government of Maharashtra did not take steps to implement these pay scales in Maharashtra with effect from 1.1.1996. The MFUCTO had given call for various agitational programmes in a phased manner during the year of reporting. On the 11th January, 1999 tens of hundreds of University and Colleges teachers staged a Massive Dharna at Mantralaya to protest against the Government of Maharashtra's failure to issue G.R. bringing into effect the revised pay scales. Black Flag demonstrations at all district places against the Chief Minister and Deputy Chief Minister were organized from 11th February, 1999. Another novel agitational approach was followed by MFUCTO to mobilize public opinion against Government for not implementing the revised pay scales i.e. issuance of Advertisements in all News papers from 1st February, 1999. In the mean time AIFUCTO had given a call to hold demonstrations in the State Capitals and also at University centres on 15.03.99 demanding among others acceptance and implementation of revised scales of pay.

b) An action programme of a token strike on 7th July, 1999 including courting arrest and an indefinite strike from 21st July, 1999 was announced by the coordination Committee comprising of MFUCTO and Maharashtra Rajya Madhyamik Shikshak Mahamandal for their common demands. However, in view of

the election notification for the Lok Sabha to begin with and thereafter for the Maharashtra State Legislative Assembly, the MFUCTO Executive decided to postpone the said strike.

c) The Executive Committee of MFUCTO which met on 26th September, 1999 unanimously resolved to recommence its suspended movement. Accordingly one-day demonstration all over the state on 20th October, 1999 and indefinite strike with effect from 8th December, 1999 was rescheduled. An action of 20th October, 1999 was a grand success all over Maharashtra. Morchas were arranged at all district places. NUTA was on the forefront in both the Universities area in all these agitational programmes.

d) It remains a fact that because of our strength and unity the Government of Maharashtra had to invite MFUCTO Executive for discussion on 6th and 7th December, 1999 in respect of our demands. Discussion with the Education Minister of Maharashtra State on 7.12.99 proved to be fruitful and an agreement was reached with MFUCTO Executive for implementing revised scales of pay in Maharashtra with effect from 1.1.96 as a package Scheme. We should be proud of the fact that our President Prof. B.T. Deshmukh made all efforts through his parliamentary skills and succeeded in bringing the Government at the settlement table. He also proved to be instrumental in bringing about a successful agreement with the Government on 07.12.99.

e) Now the Government of Maharashtra has issued G.R. on 11th December, 1999 for implementing the revised scales of pay as a package scheme. I congratulate all of you on my behalf and on behalf of Executive Committee of NUTA for this grand success in the history of teachers' movement. The success was achieved without having to resort to strike.

f) I would like to place on record our sincere thanks to the Education Minister Shri. Diliprao Valse Patil for his positive stand that he took during our negotiation, which resulted in fruitful agreement.

**(5) ELECTION TO THE EXECUTIVE COMMITTEE OF NUTA :** In accordance with the provision of article VI (a) (ii) of the constitution of NUTA the General body of NUTA in its meeting held at Shri Shivaji Arts and Commerce College, Amravati, on 19th September, 1999 elected the office bearers of the Executive Committee for the term of five years beginning on 1.1.2000. On your behalf, I congratulate all the newly elected office bearers of NUTA Executive Committee. I take this opportunity to bring on record the contribution and services rendered to the organisation by members of the outgoing Executive Committee particularly Principal S.B. Chinchamalature, Prof. C.D. Kongre, Prof. V.K. Pande, Prof. R. Chittaranjan, Prof. S.G. Puranik, Prof. A.B. Gawande, Dr. S.K. Kalnawat, Prof. M.N. Andhare, Prof. M.S. Padole and Dr. M.N. Rode.

**(6) DISTRICT UNIT ELECTIONS :** The Programme of District unit elections was announced and notice to that effect was issued on page number 114 of 1999 NUTA Bulletin. I am very happy to inform you that this process of electing the office bearers and members of District Unit was completed in a democratic and peaceful manner in all the districts. The number of members attending these unit meetings (which is mentioned in reports published in the NUTA Bulletin of 1999 on page number 167) was very satisfying. I am especially thankful to Prof. P.N. Deshmukh, Prof. P.A. Sahastrabudhhey, Prof. N.H. Vyas, Prof. U.U. Kharat, Prof. P.K. Saoji, Dr. Shashikant waikar, Principal A.S. Meena, Principal V.H. Ghorpade, Principal A.K. Dey, Principal V.S. Ainchwar, Prof. P.G. Timande, Principal R.K. Thakre, who worked as working Chairmen in their respective districts and conducted the election successfully. I, on behalf of the NUTA Executive and you all congratulate the newly elected office bearers and members and also wish them a successful tenure.

**(7) MFUCTO'S CALL TO DONATE ONE DAY'S WAGES TOWARDS THE WELFARE OF THE FAMILIES OF KARGIL VICTIMS :** As you know the nation witnessed a war of sort at Drass and Kargil Sector in which a large number of Indian soldiers and officers lost their lives. While paying homage to these brave sons of India, MFUCTO also gave a call to the teachers to donate a day's wages towards the welfare of the families of the victims of kargil war. Teachers from Nagpur and Amravati Universities area responded positively to this call. The teachers also responded to the similar call given by AIFUCTO to donate for the welfare of the Orrisa Cyclone victims.

**(8) G.R. ON PAY SCALES :** The Government of Maharashtra has issued G.R. on 11th December, 1999 for implementing revised scales of pay. Nevertheless we will have to be alert and see that the scheme is implemented in its true spirit. The G.R.

dated 11th December, 1999 regarding pay revision was officially released by 20th December, 1999. The organisation moved fast and made the G.R. available to the members through bulletin within the next couple of days. The full text of the G.R. dated 11.12.1999 was printed in the NUTA Bulletin. For technical reasons it was 1st issue of year 2000 dated 1st January 2000. but it was actually posted, as you all are aware, on 22nd December 1999.

**(9) TASKS AHEAD :** In the next few weeks, the organisation will have also to see that similar government orders implementing the scheme of pay revision are issued by the Department of Technical Education, Health Education, Social Welfare and Sports Department for teachers coming under their purview.

Other tasks ahead of us are the removal of unjust conditions imposed on teachers who have not cleared Net/Set, arbitrary application of the condition of Refresher Courses and the problem relating to Librarians and the Directors of Physical Education. At the same time we will have to pursue our pending demands at the Centre as also at the State.

**(10) MEMBERSHIP OF NUTA :** The NUTA membership has reached upto 3861 at the end of year. This year the increase in membership is 153.

a) I am glad to inform you that NUTA bulletin has completed its 24th year of its purposeful existence. This year we have circulated 172 pages of NUTA Bulletin. If you go through the NUTA Bulletin from first to the last page, you will find that NUTA Executive has tried to give up-to-date information to all its members about their problems and how the NUTA Executive particularly its President Prof. B.T. Deshmukh has focussed them at Maharashtra Govt. level through the Legislative Council.

b) I am thankful to the press and their representatives both from Nagpur and Amravati areas, for wide coverage of the activities of the Association. This report shall not be complete unless I acknowledge the active cooperation and support of all the members of NUTA and also from nonmembers i.e. University, College and Junior College Teachers in the activities of the Association and response given by them to the various calls given by NUTA from time to time.

Dr. E.H. KATHALE  
SECRETARY, NUTA  
(P. 52-54 of 2000 NB)

## 2000

Dear friends,

**(1)** It gives me great pleasure to accord you all a cordial welcome on behalf of the Executive Committee of NUTA and my own behalf. It is indeed a proud privilege for me to place before this august body a brief account of our activities and achievements during the year 2000.

**(2)** Right from its inception, NUTA has been committed to the cause of the welfare of the teachers' community. In keeping with this commitment, the organisation took up several issues concerning teachers during the period of this report.

**(3)** During the current year, the organisation achieved success in getting a few of our demands fulfilled by the Government. The President of the organisation, Prof. B.T. Deshmukh followed up the issues in the legislative council with his usual perseverance and got the relevant orders issued by the Government. They include G.R. dated 27th January, 2000 on revision of pay scales of Medical Education drugs Department Teachers in Government/Dental and Ayurvedic Colleges and G.R. dated 1st January, 2000 on implementation of the Vth Pay Commission Scales to the Teachers and non-teachers working in non-government aided technical institutions at plus two level.

**(4) PARTICIPATION IN ACTION PROGRAMME:** (a) The members of NUTA participated in the various action programmes in response to the call given by AIFUCTO and MFUCTO from time to time to press for the solution of pending problems of the teaching community. AIFUCTO had given a call of Dharna at New Delhi to highlight the demands of 1] More funds for Education in general and Elementary Education in particular. 2] No retreat of the Government from funding higher education 3] Protect secular values in Education and resist communalisation of Education 4] Full implementation of agreement between AIFUCTO and the Government of India. 5] Issue of orders on revision of pay scales in the states of Bihar and Assam 6] Immediate payment of full arrears by the Central Government to the states. A large number of teachers from Nagpur and Amravati

University area participated in the Dharna.

(b) MFUCTO had given a call for letter agitation programme, which was to be undertaken between 1st November and 5th November, 2000. In response, hundreds of teachers from Nagpur and Amravati University area sent letters to the Chief Minister reiterating the contention of the organisation that the NET-SET qualifications were to the candidates and not to the teachers already in service.

**(5) COLLEGE UNIT AND TALUKA UNIT ELECTIONS:** (a) The programme of college unit elections was announced and notice to that effect was issued on page number 58 of NUTA Bulletin of 2000. Accordingly, all the college unit elections were conducted smoothly on 24th April, 2000.

(b) Taluka units of NUTA were created for the first time after making necessary amendments in the bye-laws of the constitution. The programme of Taluka Unit Elections was announced and notice to that effect was issued on page No.92 of 2000 NUTA Bulletin. In accordance with the same, all the Taluka Unit Elections were conducted peacefully on 20th November, 2000 at 4 p.m. simultaneously.

**(6)** You are all aware that after coming into force of the Maharashtra Universities Act, 1994, elections to the senate and various authorities were held in all the universities in the state. The organisation worked hard through their elected representatives to better the functioning of the universities. However, some of the political sections mounted pressure on the government to bring in amendments to the act seeking to weaken the strength of teachers' organisations.

**(7)** Succumbing to these pressures, the government hurriedly undertook the exercise of amending a less than 5 years old Act and instead of seeking mandate of the legislature, took recourse to issuance of an Ordinance to enforce these amendments. Without holding any discussion with the sections which might be affected by such amendments, the Government promulgated an ordinance No IX of 2000, dated 12th of May, 2000 introducing amendments to as many as 61 sections, subsections of the Maharashtra Universities Act, 1994 in the name of providing for adequate representation to the lower and neglected strata of the society including women and recognised reserved categories. In fact, the amendments apparently aimed at providing increased representation to the managements and allowing the Government to tighten its grip over the universities. The speed with which the government forced these amendments into the university functioning was not only amassing but also un-called for.

The MFUCTO, however, reacted quickly and its team led by the then secretary Prof. Sambhajirao Jadhao sat for 3 days continuously to examine the ordinance and framed 28 amendments to the amendments proposed in the said ordinance along with an explanatory Note. The original Legislative Assembly Bill No. 44 Maharashtra Universities (Amendments) Bill, 2000 was tabled in the Assembly on the 27th of July, 2000 which was passed as it is amidst din consequent to peculiar political developments. The said Bill was then listed in the Business of the Legislative Council on the 1st of August, 2000. Based on the spadework done by MFUCTO, Prof. B.T. Deshmukh, P.M. Patil, V.U. Daigavane, Suresh Patil, and Nanasahab Boraste had submitted 28 amendments to the Bill and the copies of the same were also distributed in the house. However, it could not come up for discussion on the same day. And thereafter it was never presented in the House by the Government in that session obviously because of the amendments proposed by our representatives and also due to the likelihood of the Bill being rejected.

Consequently, The Governor of Maharashtra had to promulgate the Maharashtra Universities (Amendment and continuance) Ordinance, 2000 on the 25th of August, 2000 as the original Ordinance was to cease to operate on the 27th August, 2000 and the Government had nearly failed to get its ordinance converted into an Act of the State Legislature. The Government was further forced to hold discussions with the Hon'ble members of the Legislative Council and consider their suggestions. Most of the amendments proposed by Prof. B.T. Deshmukh and his colleagues were admitted and fresh ordinance in the form of Maharashtra Universities (Amendment and continuance) (Amendment) ordinance, 2000 dated 9th of October, 2000 incorporating these proposals was promulgated.

At a later stage, the Bill was tabled in both the Houses and was approved with a few more amendments. Here, we place on record our sincere thanks to MFUCTO for its timely efforts and

to Prof. B.T.Deshmukh and his colleagues for their vigilance and brilliant participation in the House but for which the amendments could not have come about in their present form.

**(8) UNIVERSITY SENATE ELECTIONS :** During this year, elections to the Amravati University senate were held in accordance with the amended Act. And I am glad to inform this august gathering that the electorate showed overwhelming faith in the organisation and elected as many as 15 candidates unopposed to the senate and 7 to the Academic Council from different categories. Thus in Amravati University Senate Elections, most of the elected representatives were from the panel fielded by the organisation. I congratulate all of them and assure this house that they will work towards the fulfilment of the commitments made in the election manifesto.

**(9) ELECTION TO MFUCTO EXECUTIVE COMMITTEE :** On 20th of August, 2000 election to Executive Committee of MFUCTO was held for the term of two years. I am glad to inform you that the following representatives of NUTA were elected unopposed to the body. They include Prof.A.W.Dhage and Dr.D.U.Pochhi (both Vice- Presidents), Prof.S.T.Sangle (Joint Secretary), Prof. B.T.Deshmukh, Prof.S.A.Tiwari, Prof.A.G.Somwanshi, Dr.E.H.Kathale, Dr.R.B.Golait, Prof.V.B.Dhone and Prof.M.D.Misal (Executive Committee Members). I congratulate them on your behalf on their election to this important body.

**(10) TASKS AHEAD :** Though the revised scales of pay have been implemented in Maharashtra, the process of release of arrears on account of revision of pay-scales has been rather very slow. In most of the colleges where the arrears have been released, only 80% of the amount has been paid. To ensure full payment of arrears to the teachers will be an important task ahead of us. Secondly, the G.R. on revision of the pay-scales for the social work college teachers under the Department of Social Welfare has not yet been issued. The government will have to be moved for the immediate issuance of the G.R.

**(11) MEMBERSHIP OF NUTA :** The NUTA membership has reached upto 4344 at the end of year. This year the increase in membership is 483.

(a) I am glad to inform you that NUTA Bulletin has completed its 25th year of its purposeful existence. This year we have circulated 120 pages of NUTA bulletin. If you go through the NUTA bulletin from first to the last page, you will find that NUTA Executive has tried to give up-to-date information to all its members about their problems and how the NUTA Executive particularly its President Prof. B.T.Deshmukh has focussed them at Maharashtra Govt. level through the Legislative Council.

(b) I am thankful to the press and their representatives both from Nagpur and Amravati areas, for wide coverage of the activities of the Association. This report shall not be complete unless I acknowledge the active cooperation and support of all the members of NUTA and also from non members i.e. University, College and Junior College Teachers in the activities of the Association and response given by them to the various calls given by NUTA from time to time.

Dr. E.H. KATHALE  
SECRETARY, NUTA

(P. 31 & 32 of 2001 NB)

## 2001

Dear friends,

(1) It gives me great pleasure to accord you all a cordial welcome on behalf of the Executive Committee of NUTA and my own behalf. It is indeed a proud privilege for me to place before this august body a brief account of our activities and achievements during the year 2001.

(2) Right from its inception, NUTA has been committed to the cause of the welfare of the teachers' community. In keeping with this commitment, the organisation took up several issues concerning teachers during the period of this report.

(3) During the current year, the organisation achieved success in getting a few of our demands fulfilled by the Government. The President of the organisation, Prof. B.T.Deshmukh followed up the issues in the legislative council with his usual perseverance and got the relevant orders issued by the Government. They include G.R. dated 29th March 2001 on revision of pay scales of teachers in Social Work Colleges on the basis of the recommendations of the University Grants Commission.

**(4) PARTICIPATION IN ACTION PROGRAMME :** (a) The members of NUTA participated in the various action programmes in response to the call given by AIFUCTO and MFUCTO from time to time to press for the solution of pending problems of the teaching community. MFUCTO had given a call of Long March on 15th March 2001 at Mumbai for NET/SET affected teachers to highlight the gravity of the problems and to urge the Government of Maharashtra to immediately resolve the problem. You are also aware that AIFUCTO had conducted the following two action programmes at New Delhi to highlight our pending demands at the Central Government level. March to parliament on 27th February, 2001 and a week-long Dharna in front of UGC from 05.08.2001 to 10.08.2001 were organized by AIFUCTO. For teachers from Maharashtra 9th August was the date to participate in a week-long Dharna. I am pained to inform this house that the response from Nagpur and Amravati University area was not all that encouraging. I appeal to all of you to make it a point to participate in such programmes in large number to strengthen teachers' unity as and when a call for such action is given by the organisation at Central or State level.

b) You are all aware that the joint Convention to State and Central Government employees had decided to organise a countrywide strike action on 25th July, to protest against policy decisions taken by the Central Government vitally affecting all employees in general. NUTA Executive at its meeting held on 8th July had given a call to organize Dharna Programme at Nagpur and Amravati on 25 th July, 2001 between 4 pm and 6pm to support the Nation wide strike of 25th July.

I am happy to report this august body that both the Dharnas at Nagpur and Amravati were largely attended by our teachers.

**(5) 25 YEARS' SERVICE OF NUTA BULLETIN :** Eventhough NUTA Bulletin was started in the syclostyled form in the year 1976, the first printed issue of NUTA Bulletin was published in the year 1977. It is a matter of great pleasure that General Body of NUTA in its meeting held on 19th Sept. 1999 by adopting a detailed resolution at Item No.262 resolved to celebrate a Silver Jubilee year of NUTA Bulletin. According to this resolution number of special issues of NUTA Bulletin were to be published

General Body also anticipated the financial component involved in the publication of such magnitude. General Body resolved to request every teacher to contribute Rs. 1000 towards this project. Though the response to this appeal, initially, was not very encouraging, after the minimum required response, E.C. decided to launch the project.

I am happy to inform you that Six Special issues of NUTA Bulletin were successfully brought out. I take this opportunity to request all the teachers to contribute Rs. 1000 toward this project, if they have not contributed so far.

**(6) GENERAL COUNCIL MEETING OF MFUCTO :** During this year an important event for NUTA was to host the General Council and Executive Meeting of MFUCTO on the 26th August at Shikshak Bhavan Amravati. I am pleased to inform this house that some of the very important issues were discussed and highlighted at both the meetings. e.g. problem of NET\SET affected teachers, opposing privatization of higher education.

**(7) PROBLEM OF NET\SET AFFECTED TEACHERS :** You are all aware that NET/SET affected teachers in the State had to undergo a very humiliating and embarrassing experience during the last decade due to apathetic attitude of the Government of Maharashtra towards their problem. You are also aware how the Government of Maharashtra was compelled to withdraw its irrational G.Rs. which sought to adversely affect their service conditions. We could achieve this on the organisational strength and also mainly due to the parliamentary skill of our President Prof. B.T. Deshmukh. Though the Government of Maharashtra finally issued G.R. dated 18th October, 2001 regularising services of non - NET/SET teachers who were appointed after 19th September, 1991 on certain conditions, NUTA and MFUCTO have opposed this G.R. also on the ground that the adverse conditions incorporated in this G.R. are against the agreement made by the Government of Maharashtra with MFUCTO. However since the matter has been challenged in the Court of Law, we have to make all possible efforts to present our case on strong footing with all our logical arguments based on documents. NUTA Executive assures you that no stone shall be left unturned to see that the interests of all such teachers are properly safeguarded.

**(8) TASKS AHEAD :** a) Though the revised scales of pay

have been implemented in Maharashtra, the process of release of arrears on account of revision of pay-scales has been rather very slow. In most of the colleges where the arrears have been released, only 80% of the amount has been paid. There are many more colleges where the teachers have not been paid 100% amount of their arrears on the flimsy ground that these colleges have submitted their claims subsequent to the stipulated date. The teachers in social work colleges have also received only the part payment of their arrears. To ensure full payment of arrears to all these teachers will be an important task ahead for us.

b) The discrimination caused by the Government regarding the date of implementation of fifth pay commission pay scales to the teachers of unaided engineering colleges has also not been done away with. It would be an important task for us to see that justice is done to them.

c) Ambani-Birla Report has posed a serious challenge before the field of higher education. It will have to be fought tooth and nail in the years to come. The issue pertaining to the Librarians and the Directors of physical education will have also to be addressed.

**(9) MEMBERSHIP OF NUTA:** The NUTA membership has reached upto 4682 at the end of year. This year the increase in membership is 338.

(a) I am glad to inform you that NUTA bulletin has completed its 26th year of its purposeful existence. This year we have circulated 112 pages of NUTA bulletin. If you go through the NUTA bulletin from first to the last page, you will find that NUTA Executive has tried to give up-to-date information to all its members about their problems and how the NUTA Executive particularly its President Prof. B.T.Deshmukh has focussed them at Maharashtra Govt. level through the Legislative Council.

(b) I am thankful to the press and their representatives both from Nagpur and Amravati areas, for wide coverage of the activities of the Association. This report shall not be complete unless I acknowledge the active cooperation and support of all the members of NUTA and also from non members i.e. University, College and Junior College Teachers in the activities of the Association and response given by them to the various calls given by NUTA from time to time.

Dr. E.H. KATHALE  
SECRETARY, NUTA  
(P. 19 & 20 of 2002 NB)

## 2002

Dear friends,

(1) It gives me great pleasure to accord you all a cordial welcome on behalf of the Executive Committee of NUTA and my own behalf. It is indeed a proud privilege for me to place before this august body a brief account of our activities and achievements during the year 2002.

(2) Right from its inception, NUTA has been committed to the cause of the welfare of the teachers' community. In keeping with this commitment, the organisation took up several issues concerning teachers during the period of this report.

(3) During the current year, the organisation achieved success in getting a few of our demands fulfilled by the Government. Some important Govt. Resolutions were issued during the reporting year. They include G.R. dated 11th January, 2002 and 15th May, 2002 on increase in D.A. to the government employees and others and G.R. dated 18th May, 2002 on release of D.A. to retired employees.

(4) Though the G.R. dated 18.12.1999 was issued regarding Vth pay-Scales to the teachers working in private Engineering Colleges, the managements were reluctant to implement the same. As a matter of fact, it was Prof. B.T.Deshmukh, President, NUTA and his associates in the Legislative Council with their parliamentary skills and perseverance, who were responsible for getting the relevant orders issued by the State Government. You are aware that now in Maharashtra, 107 private Unaided Engineering Colleges out of 110 have implemented the Vth Pay-Scales to their teachers.

**(5) PARTICIPATION IN ACTION PROGRAMMES :** (a) The members of NUTA participated in the various action programmes in response to the call given by AIFUCTO and MFUCTO from time to time to press for the solution of pending problems of the teaching community.

(b) **AIFUCTO'S GOA CONFERENCE. :** The 23rd Annual

Academic Conference of the AIFUCTO, hosted by the University and College Teachers' Association of Goa was held from 25th to 27th October, 2002 at Panji. Goa Conference was very very successful in all respects. It adopted an important resolution on movement, (circulated on page No. 87 of 2002 NUTA Bulletin) I am glad to report to this august body that thirteen NUTA delegates attended the conference and participated actively in the deliberations. The participant delegates were :- Dr. E.H.Kathale, Prof. A.W.Dhage, Dr.R.B.Golait, Prof. M.D.Misal, Prof. D.R.Satpute, Prof. G.B.Wankar, Prof. S.S.Hajare, Prof. Y.D.Shambharkar, Prof. V.D.Ambade, Prof. P.S.Meshram, Dr. S.C.Waikar, Dr. Sadhana Waikar and Prof. M.G.Lomte.

(c) Agitation against the setting up of Deptt. of Karmakand and Vedic Astrology in Nagpur University.

You are aware that NUTA submitted a memorandum to the Vice-Chancellor of Nagpur University on 13th March, 2002 with a request not to place the item regarding Setting Up of Deptt. of Karmakand and Vedic Astrology in Nagpur University on the agenda of the meeting of the Academic Council which was scheduled for 16th March, 2002. However, our request was turned down by the Vice-Chancellor. NUTA had decided to oppose this move and call was given to the teachers of Nagpur University to participate in demonstrations on the 16th March, 2002. Various like minded organizations also supported our move and participated in mass demonstrations. The demonstrations proved to be successful. I thank all my fellow teachers and like minded organizations who participated in this agitation.

(d) **Non-payment of Vth pay arrears in Nagpur Region.** You are aware that though the revised scales of Vth pay have been implemented in Maharashtra, the process of release of arrears on account of revision of pay-scales has been rather very slow.

Prof. B.T.Deshmukh, President, NUTA because of his parliamentary skills succeeded in getting the positive assurances from the Education Minister (H.E.) for making necessary funds available for the payment of remaining amount of arrears. Even after the release of funds, the process of disbursement of arrears was slow in Nagpur University area. NUTA had decided to organize demonstrations in front of Joint Director's Office on 19.09.2002 at Nagpur. Because of our united strength Dr. Sontakke, Joint Director of Nagpur region invited the leaders of NUTA for discussion. He assured that the remaining payment of Vth pay arrears would be disbursed within a week. I am happy to inform the House that the process of payment of arrears has been completed as promised by J.D.

### **(6) AGITATION AGAINST VIOLATION OF STATUTE 53 BY THE VICE-CHANCELLOR OF NAGPUR UNIVERSITY :**

Friends, you are all aware how the issue of statute 53 is of prime importance to the teachers working in affiliated colleges. According to statute 53, right to grant permission to such termination vests with the Executive Council. The Vice-Chancellor of Nagpur University had granted permission to the termination of teachers by violating the provisions of statute 53. On receiving information, Secretary, NUTA immediately wrote to the Vice-Chancellor on 18.07.2002, requesting him to withdraw such permission. Since, the Vice-Chancellor took no positive steps, NUTA decided to organize mass demonstrations on 19.08.2002 in front of University Office. NUTA office bearers had organized district meetings at district places of college teachers working in Nagpur University area to mobilize for the programme.

NUTA members of Nagpur University area stood firmly with the organization and decided to participate in large numbers in mass demonstrations on 19.08.2002. In the mean time, realizing the strength of the organization, the Vice-Chancellor of Nagpur University issued direction No. 22/2002 restoring the right to grant such permission with the Management Council. The Vice-Chancellor vide his communication No. Vc/724 dated 13.08.2002 informed the Secretary, NUTA regarding issuance of direction and requested to cancel the proposed agitation. NUTA office-bearers took stock of the situation and decided to cancel the agitation of 19/08/2002.

I congratulate all my teachers fellows for this victory and also thank them for exhibiting solidarity on the issue of prime importance.

### **(7) ELECTION TO MFUCTO EXECUTIVE COMMITTEE :**

On 15th September, 2002 election to Executive Committee of MFUCTO was held. I am glad to inform you that the following representatives of NUTA were elected unopposed to the body. They include DR.E.H.Kathale (President), Prof. A.W.Dhage and Dr.D.U.Pochhi (Both Vice-Presidents), Prof. B.T. Deshmukh, Prof.S.A.Tiwari, Prof. A.G.Somvanshi, Dr.R.B.Golait, Prof.

M.D.Misal and Prof. V.B.Dhone (Executive Committee Members). I congratulate them on your behalf on their election to this important body.

**(8) 25 YEARS' SERVICE OF NUTA BULLETIN :** As you already know the general Body of NUTA at its meeting held on 19th September, 1999 had directed the NUTA Executive to publish special issues on important issues and themes concerning our profession during the year 2001. NUTA Executive had appealed to all its members time and again to contribute Rs. 1000/- for this purpose. Though the response to this appeal in the beginning was not very encouraging, the Executive Committee had decided to launch the venture after the receipt of a minimum response in this behalf, and I am happy to inform this august body that we have been successful in bringing out as many as 13 NUTA special bulletin issues.

**(9) ELECTION TO THE LEGISLATIVE COUNCIL FROM AMRAVATI DIVISION TEACHERS' CONSTITUENCY :** You are all aware that the Vidarbha Madhyamik Shikshak Sangh had declared the candidature of Shri. Vansantrao Dadarao Khotre from Amravati Division teachers constituency. NUTA had already taken a policy decision about mutual understanding for the election of teachers and graduate constituency. Accordingly NUTA had decided to give support to the candidature of Shir Khotre. NUTA office-bearers from Amravati region toured and addressed the meetings of the teachers and appealed to the voters to vote in favour of Shri Khotre. Friends, I am glad to inform to the House that Shri. Vansantrao Dadarao Khotre was elected with a thumping Majority. I congratulate Shri. V.D.Khotre on his glaring victory.

**(10) PROBLEM OF NETSET AFFECTED TEACHERS :** Friends, you are aware that Government of Maharashtra, has issued a G.R. dated 18th October, 2001 whereby teachers' appointed on or after 11.12.1999 were to be terminated before completion of their probation period. Some of the teachers from different Universities of Maharashtra were issued termination orders and other teachers falling in this category were in the process of issuance of termination orders as a consequence of resolution dated 18.10.2001. These teachers had filed petitions before the Mumbai High Court and benches of Mumbai High Court at Nagpur and Aurangabad and they were granted status-quo/stay. Ultimately their petitions were clubbed for final hearing by Hon'ble Mumbai High Court. You are also aware that Mumbai High Court has delivered an important judgment in respect of this bunch of petitions on 18.04.2002. According to this decision of the Mumbai High Court a time bound programme was given to submit the proposals to the UGC for contentions of relaxation by the respective Universities before 18th December, 2002. I am glad to inform you that in both the Universities proposals of these teachers were submitted within prescribed time limit. I am also pleased to inform you that the NUTA representatives elected on different bodies of Amravati and Nagpur Universities were active in framing and finalizing these proposals based on sound footing.

**(11) TASKS AHEAD :** a) After implementation of the revised scales of pay with effect from 01.01.1996, the scheme of career advancement was required to be implemented in its real spirit. However, Joint Directors of the respective regions are creating hurdles by issuing circular inconsistent with the provision of G.R. The affected teachers will have to see that the C.A.S. is implemented in its true sense and if necessary will have to move the legal forums for compelling the Director of Higher Education to withdraw the contradictory circulars issued by Joint Directors. .

b) The discrimination caused by the Government regarding the date of implementation of fifth pay commission pay scales to the teachers of unaided engineering colleges has also not been done away with. It would be an important task for us to see that justice is done to them.

c) Ambani-Birla report along with the Waghmare Committee Report has posed a serious challenge before the field of Education in general and higher education in particular It will have to be fought tooth and nail in the years to come. The issue pertaining to the librarians and the Directors of physical education will have also to be addressed.

d) The teachers working in the affiliated social work colleges have not been paid their partial amount of arrears of Vth pay as yet. This will be another important task before the organization.

**(12) MEMBERSHIP OF NUTA:** The NUTA membership has reached upto 4761 at the end of the year. This year the increase

in membership is 79.

(a) I am glad to inform you that NUTA bulletin has completed its 27th year of its purposeful existence. This year we have circulated 92 pages of NUTA bulletin. If you go through the NUTA Bulletin from first to the last page, you will find that NUTA Executive has tried to give up-to-date information to all its members about their problems and how the NUTA Executive particularly its President Prof. B.T.Deshmukh has focussed them at Maharashtra Govt. level through the Legislative Council.

(b) I am thankful to the press and their representatives both from Nagpur and Amravati areas, for wide coverage of the activities of the Association. This report shall not be complete unless I acknowledge the active cooperation and support of all the members of NUTA and also from non members i.e. University, College and Junior College Teachers in the activities of the Association and response given by them to the various calls given by NUTA from time to time.

Dr. E.H. KATHALE  
SECRETARY, NUTA

(P. 25 & 26 of 2003 NB)

## 2003

Dear Friends,

(1) It gives me great pleasure to accord you all a cordial welcome on behalf of the Executive Committee of NUTA and my own behalf. It is indeed a proud privilege for me to place before this august body a brief account of our activities and achievements during the year 2003.

(2) Right from its inception, NUTA has been committed to the cause of the welfare of the teaching community. In keeping with this commitment, the organization took up several issues concerning teachers during the period of this report.

(3) During the year, the organization achieved success in getting a few of our demands fulfilled by the Government. The President of the organization, Prof. B. T. Deshmukh followed up the issues in the Legislative Council with his usual perseverance and got the relevant orders issued by the Government. They include G.R. dated 14th August, 2003 and 16th October, 2003 on release of D.A. restoring parity with the rate of D.A. admissible to the central government employees and arrears to the state government and other employees, and G.R. dated 14th August, 2003 and 16th October, 2003, on dearness relief and arrears of dearness relief to the state government pensioners/family pensioners. It must be mentioned here that the pressure built up by the organizations of Govt. and semi Govt. employees outside the house was mainly instrumental in moving the Govt. in this behalf.

(4) Prof. B. T. Deshmukh, President, NUTA and his associates in the Legislative Council with their parliamentary skills and perseverance succeeded in getting the positive assurances from the ministers of the concerned departments on important issues like arrears of fifth pay to the teachers working in Amravati university, creation of B.C. cell for Amravati university, revised pay-scales to the teachers working in D.Ed. colleges and M.C.V.C., alongwith the I.T.I. instructors, filling of vacant posts at university and college levels .

**(5) PARTICIPATION IN ACTION PROGRAMME:** a) The members of NUTA participated in various action programmes in response to the call given by AIFUCTO and MFUCTO from time to time to press for the solution of pending problems of the teaching community.

b) **AIFUCTO'S MUMBAI CONFERENCE:** The 22nd Statutory Conference of the AIFUCTO, hosted by the Bombay University and College Teachers' Union was held from 20th to 22nd October, 2003 at Mumbai. Mumbai Conference was successful in all respects. It adopted an important resolution on movement, (circulated on Page No.98 of 2003 NUTA Bulletin). I am glad to report to this august body that five NUTA delegates attended the conference and participated actively in the deliberations. The participant delegates were:-Dr. E.H. Kathale, Prof. A.W. Dhage, Dr. R.B. Golait, Prof. M.D. Misal and Prof. S.S. Hajare.

(c) Meeting of the teachers who were adversely affected by the decision in respect of feeder cadre.

Friends, meeting of the teachers, affected by not counting the total service, if the number of years required in a feeder cadre

are less than those stipulated for placement in the next higher cader, was convened by NUTA on 31st May, 2003 at Shikshak Bhavan, Amravati. The meeting was attended by 59 teachers from Amravati and Nagpur University area. On behalf of the NUTA Executive Prof. B.T. Deshmukh, President, NUTA, Dr. E.H. Kathale, Dr. D.U. Pocchi, Prof. S.A. Tiwari, Dr. A.G. Somvanshi and Prof. Sushil Kalmegh were present. (minutes of the meeting circulated on page 88 of 2003 NUTA Bulletin).

(d) District meetings for creating awareness among the teachers regarding the report of Dr. Janardan Waghmare study group.

You are aware that the Government of Maharashtra had appointed the study group under the Chairmanship of Dr. Janardan Waghmare for preparing the draft of 10th five year plan on education. The report of the study group was submitted to the Government of Maharashtra without making it public. All these activities were done secretly. Office Bearers of the organization procured the copy of the report by informal means and it was circulated in the first issue of 2003 NUTA Bulletin. The study group made various recommendations and suggestions, which have got long term and far-reaching adverse effects on education in general and higher education in particular. Taking into consideration the seriousness of the impact of adverse recommendations made by the study group, the NUTA Executive decided to convene meetings at district places for creating awareness among the college teachers. The important issues like non-payment and delayed payment of non-salary grants and salary grants to the colleges were also discussed in these meetings. These meetings were addressed by Prof. B.T. Deshmukh, President, NUTA and other office bearers of the organization.

(e) The Government of Maharashtra has issued a G.R. dated, 23rd September, 2003 regarding non-salary grants to the non-government aided Arts, commerce, Science, law and Education colleges, which has created unrest in the educational field. The Vidarbha Management Association and its action committee had decided to organize a morcha to the Legislative Assembly at Nagpur on 8th December, 2003 against the G.R. of 23rd September, 2003. You are aware that the general body of NUTA held on 30th November, 2003, had resolved to support the action of 8th December, 2003. I am pleased to inform this house that the NUTA members participated in the morcha in large number. The gathering was addressed by Prof. B.T. Deshmukh, Dr. E.H. Kathale and Dr. Shashikant Waikar along with other office bearers of the different organizations.

**(6) LATE MADHAVRAO LIMAYE MEMORIAL AWARD TO PROF. B.T. DESHMUKH:** Friends, I am pleased to inform the august body that during the reporting period, our President, Prof. B.T. Deshmukh has been honoured with the prestigious Late Madhavrao Limaye Memorial Award for his outstanding, excellent and efficient performance in the Legislative Council. The award was presented to Prof. B.T. Deshmukh, on 8th February, 2003 at Nasik by senior freedom fighter Shree Datta Tamhane. The very first award of Rs.50,000/- in cash and memento has been initiated by the reputed Sarvajanik Vachanalaya, Nasik in the memory of Ex-MLA and freedom fighter Late Madhavrao Limaye. I congratulate Prof. B.T. Deshmukh, on my behalf and on behalf of all of you.

**(7) LIBRARY FOR THE ORGANIZATION:** Friends, an idea was mooted by NUTA Executive and particularly our President, Prof. B.T. Deshmukh that we should have a small library of our own for the organization. However, the dream could not be materialized for some or the other reasons. I am pleased to inform the august body that Prof. B.T. Deshmukh donated Rs.40,000/- from the amount of late Madhavrao Limaye award, which he has received for his outstanding performance in the legislative council to begin the work of a library for the organization. NUTA executive also decided to contribute Rs.60,000/- for this work. This was endorsed and approved by the general body of NUTA held on 27th April, 2003 at Wani. Some of our NUTA activists also donated Rs.68,000/- Thus a corpus of Rs.1,68,000/- was created. I express my heartfelt thanks to Prof. B.T. Deshmukh and other colleagues for their gesture. I assure you that the work of library would be started at the earliest.

**(8) PROBLEM OF NET/SET AFFECTED TEACHERS:** 8.1 Friends you are aware that Government of Maharashtra, has issued a G.R. on 18th October, 2001, whereby teachers appointed on or after 11/12/1999 were to be terminated before completion of their probation period. Some of the teachers from different Universities of Maharashtra were issued termination orders and

other teachers falling in this category were in the process of issuance of termination orders as a consequence of resolution dated 18/10/2001.

8.2 These teachers had filed petitions before the Mumbai High Court and the Benches of Mumbai High Court at Nagpur and Aurangabad and they were granted status quo/stay. Ultimately their petitions were clubbed for final hearing by Hon'ble Mumbai High Court. You are also aware that Mumbai High Court has delivered an important judgment in respect of this bunch of petitions on 18/04/2002. According to this decision of the Mumbai High Court a time bound programme was given to submit the proposals to the UGC for the grant of relaxation by the respective universities before 18th December, 2002. I am glad to inform you that in both (Nagpur and Amravati) the Universities proposals of these teachers were submitted within prescribed time limit.

8.3 I place on record my sincere thanks to the honorable Vice Chancellors of Amravati and Nagpur University for submitting well defined, lawfully well drafted proposal to UGC on 10.12.2002 and 17.12.2002 respectively. I am sure that the details of lawful qualifications in existence from 25.9.89 to 30.12.1999, Cut-off date in respect of old qualification and New qualifications, alongwith the details of the Supreme Court judgement narrated in this submission by the Amravati University and Nagpur University will help the UGC in its appreciation of Net-Set issue.

8.4 I am also pleased to inform you that the NUTA representatives elected on different bodies of Amravati and Nagpur Universities contributed in framing and finalizing these proposals based on sound and lawful arguments.

8.5 You are also aware that MFUCTO too has submitted a memorandum to the UGC, on appointment of teachers in the universities and colleges in Maharashtra and the NET/SET qualification condition, on 30th March, 2003 and requested the UGC to provide an opportunity to the MFUCTO to explain in person the various aspects of this problem in the form of improper treatment of NET/SET qualification condition. The UGC has informed that the matter was under consideration of the Commission in consultation with the universities in the state of Maharashtra. We look forward that the Chairman UGC will respond to the organization in positive term and would invite MFUCTO to explain its stand.

**(9) TASKS AHEAD:** a) The discrimination caused by the government regarding the date of implementation of fifth pay commission pay-scales to the teachers of unaided engineering colleges has also not been done away with. It would be an important task for us to see that justice is done to them.

b) The government of Maharashtra had issued the G.R. dated 25th July, 2002 on contractual appointments of teachers in the colleges which was in total violation of the provisions of M.U. Act, 1994 and the existing statutes of the universities. Because of our struggle at state level under the leadership of MFUCTO, Government of Maharashtra was compelled to stay the operation of the same. However, the government of Maharashtra has again issued a new G.R. dated 19th July, 2003 with a few cosmetic changes by which the government has directed appointments of lecturers on contractual basis.

The MFUCTO therefore, called upon the Government not to proceed with the implementation of the new G.R. dated 19th July, 2003 and earlier G.R. dated 25th July, 2002 and to withdraw the same forthwith and replace it by a G.R. allowing recruitment of lecturers in the universities and colleges on the basis of the provisions of M.U. Act, 1994.

c) Ambani-Birla report alongwith Waghmare Committee has posed a serious challenge before the field of education in general and Higher education in particular. It will have to be fought tooth and nail in the years to come. The issues pertaining to the Librarians and the Directors of Physical education will have also to be addressed.

**(10) MEMBERSHIP OF NUTA:** The NUTA membership has reached upto 4788 at the end of year. This year the increase in membership is 27.

a) I am glad to inform you that NUTA Bulletin has completed its 28th year of purposeful existence. This year alongwith special issues, we have circulated 124 pages of regular NUTA Bulletin. If you go through the NUTA bulletin from first to the last page, you will find that NUTA Executive has tried to give up-to-date information to all its members about their problems and how the NUTA Executive particularly its President Prof. B.T. Deshmukh has focussed them at Maharashtra Govt. level through the

Legislative Council.

b) I am thankful to the press and their representatives both from Nagpur and Amravati areas, for a wide coverage of the activities of the Association. This report shall not be complete unless I acknowledge the active co-operation and support of all the members of NUTA and also from non-members i.e. University, College and Junior College Teachers in the activities of the Association and response given by them to the various calls given by NUTA from time to time.

Dr. E.H. KATHALE  
SECRETARY, NUTA  
(P. 60-62 of 2004 NB)

## 2004

Dear Friends,

(1) It gives me great pleasure to accord you all a cordial welcome on behalf of the Executive Committee of NUTA and on my own behalf. It is indeed a proud privilege for me to place before this august body a brief account of our activities and achievements during the year 2004.

(2) Right from its inception, NUTA has been committed to the cause of the welfare of the teaching community. In keeping with this commitment, the organization took up several issues concerning teachers during the period of this report.

(3) During the current year, the organization achieved success in getting a few of our demands fulfilled by the Government. The President of the organization, Prof. B.T. Deshmukh followed up the issues in the legislative council with his usual perseverance and got the relevant orders issued by the Government. They include G.R. dated 16 th February, 2004 regarding release of non-salary grants to the aided non-government Arts, commerce, Science, Law and Education colleges affiliated to the non-agricultural universities, G.R. dated 10 th June, 2004 on release of increased D.A. to the Govt. and other full-time employees with effect from 1st June, 2004, G.R. dated 19 th July, 2004 on merger of 50% D.A. in Basic pay to the Govt. and other eligible employees and G.R. dated 20 th July, 2004 on merger of 50% D.A. for pensionary benefits with effect from 1st August, 2004. It must be mentioned here that the pressure built up by the organisations of Govt. and semi Govt. employees outside the house was mainly instrumental in moving the Govt. in this behalf.

(4) Prof. B.T. Deshmukh, President, NUTA and his colleagues in the Legislative Council with their parliamentary skills and perseverance succeeded in getting the positive assurances from the minister of the concerned departments on important issues like non-salary grants to the Govt. aided Primary, Secondary, Higher Secondary schools and Junior colleges in Maharashtra as well as filling of vacant posts in senior colleges.

**(5) ELECTION TO THE LEGISLATIVE COUNCIL FROM THE AMRAVATI DIVISION GRADUATES CONSTITUENCY:**  
(a) Dear friends, 24 years back NUTA had taken a decision to nominate Prof. B.T. Deshmukh as its official candidate from Vidharbha Graduates Constituency for Legislative Council. NUTA believed that the direct participation of a teacher representative responsible to the Organization would go a long way in safeguarding the interests of teachers. This view of the Organization was fully vindicated with the success achieved by Prof. B.T. Deshmukh in solving the problems of the teachers and other sections of the Society through his outstanding performance in the Council. Prof. B.T. Deshmukh has made a mark as the most noteworthy member of the Legislative Council ever since he entered the House in 1980.

(b) NUTA Executive, therefore, once again decided to put up the official candidature of Prof. B.T. Deshmukh from Amravati Division Graduates Constituency for election to the Legislative Council held on the 30 th November, 2004. The Vidharbha Madhyamik Shikshak Sangh had also declared the candidature of Shri V.U. Daigavane from Nagpur Division Teachers' Constituency. A joint meeting of the Executive Committees of both the organizations was held at Wardha on 11.7.2004 in which it was decided to offer mutual support to both the candidates. District-wise meetings of teachers and Registered Graduates were organized in Nagpur and Amravati regions respectively to appeal to the voters to vote in favour of these candidates. The meetings were jointly addressed by the leaders of both the organizations.

(c) In response to NUTA's request almost all the secular

political parties and various professional organizations supported the candidature of Prof. B.T. Deshmukh. I am glad to inform the House that Prof. B.T. Deshmukh was elected for the fifth consecutive term with a thumping majority mainly due to the support from all the sections of the society and thus also established a new record of getting elected for the fifth consecutive term from Graduates constituency in the Legislative Council of Maharashtra. While congratulating Prof. B.T. Deshmukh, I take this opportunity to place on record our sincere thanks to all those who made this victory possible and so outstanding. I also thank all members and non-members of NUTA who have contributed generously to the "Prof. B.T. Deshmukh Election Fund." I also congratulate Shri V.U. Daigavane who was elected from Nagpur Division Teachers' Constituency for the third consecutive term with a convincing margin as an official candidate of VMSS, with the support from NUTA. NUTA places on record its appreciation for the cooperation given by the Madhyamik Shikshak Sangh.

**(6) ELECTION TO THE EXECUTIVE COMMITTEE OF MFUCTO :** The General Council of MFUCTO, which met at Mumbai on the 2<sup>nd</sup> October, 2004 elected the new Executive Committee for the period 2004-2006. I am glad to inform you that the following members of the NUTA Executive Committee were elected to the MFUCTO Executive Committee.

Dr. E.H. Kathale, General Secretary  
Prof. V.B. Dhone, Vice-President  
Dr. D.U. Pochhi, Vice-President  
Prof. B.T. Deshmukh, Executive Committee Member  
Dr. S.A. Tiwari, Executive Committee Member  
Prof. A.W. Dhage, Executive Committee Member  
Dr. R.B. Golait, Executive Committee Member  
Prof. S.R. Kalmegh, Executive Committee Member  
Prof. M.D. Misal, Executive Committee Member

On behalf of all of you, I congratulate all these elected representatives.

**(7) PLACEMENT ISSUE OF LECTURERS OF P.W.S. COLLEGE, NAGPUR.** : Friends, you are aware that the Joint Director (H.E.) of Nagpur Division had intentionally kept the proposals of placement of 9 lecturers of P.W.S. College Nagpur pending on flimsy and illogical grounds. In fact the prescribed procedure and formalities as laid down in Direction No. 45 of Nagpur University were completely followed by the College. The Joint Director returned these proposals raising an objection that the minutes of the Selection Committee did not have the signature of Govt. nominee in spite of the fact that the nominee of Joint Director was absent at the scheduled meetings of selection committee.

The issue was handed over to the organization. NUTA acted immediately and wrote two letters to the Director (H.E.) Pune on 1st April, 2004 and 26 th April, 2004 requesting him to direct the Joint Director of Nagpur Division to clear these proposals of placement. Since no positive response was given either by Joint Director or Director, NUTA organised demonstrations on 5.5.2004 in front of Joint Director's office at Nagpur. However, since the issue was not resolved Prof. B.T. Deshmukh, President, NUTA moved calling attention motion in the Council. Friends, I am pleased to inform this house that because of the calling attention motion, the concerned minister had to state in his statement that these 9 cases of P.W.S. college teachers have been cleared alongwith all pending cases in Nagpur Division. Further, the Minister had stated in his statement that explanation had been sought from Joint Director, through Director (H.E.) as to why these proposals were kept pending for such a long time. I take this opportunity to congratulate these 9 teachers of P.W.S. college for adopting correct stand and not conceding to the irrational expectations of the Joint Director. I also thank all my fellow teachers who participated in the demonstrations held at Nagpur.

**(8) RELEASE OF STAGNATION INCREMENT :** You are aware that as per G.R. dated 25 th January, 1999 and also G.R. dated 14 th September, 1999, the teachers working in unaided affiliated colleges are entitled for stagnation increment. However, the teachers in Nagpur University area were deprived of this benefit by the Joint Director of Nagpur Region on the ground that the provision of stagnation increment was applicable only to the teachers working in Govt. Colleges. The issue was brought to the notice of NUTA leaders by the affected teachers. The delegation of NUTA met the Joint Director on

28.11.2003 to discuss the issue along with other pending problems of teachers of Nagpur region. I am glad to inform this august body that because of the pressure of the organisation the Joint Director was compelled to issue necessary instructions immediately to the colleges informing them that they can submit the proposals for stagnation increment.

**(9) CONTRADICTION STAND OF DIRECTOR OF HIGHER EDUCATION ON APPOINTMENT OF LECTURERS IN COLLEGES ON CONTRACT BASIS :** Friends, you are aware that G.R. dated 25.7.2002 provides for appointment of teachers in colleges on contract basis for two years or till the regular appointment whichever is earlier. However, the circular issued by the Director, Higher Education for giving NOC stated that the appointment of teachers on contract basis would be for one academic session only. The 25 teachers from Amravati University area who were appointed on contract basis submitted a memorandum to the Director (H.E.) opposing the contradictory order issued by the Director of Education.

This issue was also brought to the notice of the organisation by the concerned teachers. Prof. B.T. Deshmukh, President of NUTA immediately wrote to the Director of Education and requested him to withdraw immediately his order which was against the G.R.. I am pleased to inform you that because of timely intervention by our President the D.E. was forced to withdraw his orders vide his letter dated 8.4.2004.

**(10) PARTICIPATION IN ACTION PROGRAMME :** The members of NUTA participated in various action programmes in response to the call given by AIFUCTO and MFUCTO from time to time to press for the solution of pending problems of the teaching community.

**(11) PROBLEM OF NET/SET AFFECTED TEACHERS :** Friends, you are aware that Government of Maharashtra, has issued a G.R. on 18th October, 2001, whereby teachers appointed on or after 11.12.1999 were to be terminated before completion of their probation period. Some of the teachers from different Universities of Maharashtra were issued termination orders and other teachers falling in this category were in the process of issuance of termination orders as a consequence of resolution dated 18.10.2001. These teachers had filed petitions before the Mumbai High Court and the Benches of Mumbai High Court at Nagpur and Aurangabad and they were granted status-quo/stay. Ultimately their petitions were clubbed for final hearing by Hon'ble Mumbai High Court. You are also aware that Mumbai High Court has delivered an important judgement in respect of this bunch of petitions on 18.4.2002. According to this decision of the Mumbai High Court a time bound programme was given to submit the proposals to the UGC for the grant of relaxation by the respective universities before 18th December, 2002. I am glad to inform you that in both the Universities proposals of these teachers were submitted within prescribed time limit. I am also pleased to inform you that the NUTA representatives elected on different bodies of Amravati and Nagpur University were instrumental in contributing to the framing and finalizing these proposals based on sound and lawful arguments. You are also aware that MFUCTO too has submitted a memorandum dated 30th March, 2003 to the UGC on appointment of teachers in the universities and colleges in Maharashtra and the NET/SET qualification condition and requested the UGC to provide an opportunity to the MFUCTO to explain in person the various aspects of this problem in the form of improper treatment to NET/SET qualification condition. The UGC has informed that the matter was under consideration of the Commission in consultation with the universities in the State of Maharashtra. I regret to bring to your notice that U.G.C. did not respond positively and an opportunity to MFUCTO has not been given so far to explain its stand on the issue. On the contrary U.G.C. has pressurized the Universities in Maharashtra through the State Government for submitting the proposals of non NET/SET teachers who were appointed from 1991 to 31st December, 1999 and seek relaxation from NET/SET. In fact while submitting the proposals of the Lecturers who were appointed after 31st December, 1999, the Vice-Chancellor of Amravati University and the Registrar of Nagpur University had made it very clear that the teachers appointed between 1991 and 1999 require no relaxation / exemption as they were lawfully appointed. Unfortunately some of the universities have submitted the proposals conceding to the pressure of U.G.C. This act on the part of U.G.C. has been condemned by MFUCTO in its meeting held on 9th January 2005 and the Federation has also decided to file petition in the High Court challenging the act of U.G.C. I assure all of you that the NUTA and MFUCTO have been

carefully watching the situation and will see that the interests of the non NET/SET teachers are fully protected.

**(12) TASKS AHEAD :**

**(a) SELF-FINANCING UNIVERSITIES IN THE STATE OF MAHARASHTRA:**

The Govt. of Maharashtra has issued the advertisement dated 1st October, 2004 in Times of India and other news papers, inviting applications for the establishment of Self Financed Universities in the State of Maharashtra. This is in continuation of the privatisation and liberalisation policy pursued by the Government at the National and State level. We have to fight against this move under the able leadership of MFUCTO.

**(b) ISSUE OF FEEDER CADRE :** (i) The G.R. dated 11th December, 1999 in para 16 provides the scheme of feeder cadre. The para 16 of the said G.R. reads as follows :

"If number of years required in a feeder cadre are less than those stipulated in this notification, thus entailing hardship to those who have completed more than the total number of years in their entire service for eligibility in the cadre, may be placed in the next higher cadre after adjusting the total number of years".

(ii) The U.G.C. Notification dated 24th December, 1998 also had made similar provision. This was also endorsed by U.G.C. Notification dated 4th April, 2000. The letter addressed to the Chief Secretary, Govt. of Kerala dated 9th October, 2003 by the U.G.C. also made clear in explicit term with respect to the scheme of feeder cadre. The relevant para of the said letter reads as follows :

"I am directed to inform you that as per clause 7.8.0 of UGC notification No. F.3/1/94(PS) dated 24.12.1998, the lecturers who got promotion/ placement as lecturer (Senior scale) after completion of 8 years service, are eligible for promotion as Lecturer (Selection grade) on completing of total 11 years service i.e. without completing 5 years service as lecturer (senior scale)".

(iii) The Director, (H.E.) has taken a contradictory stand ignoring these provisions. In his letter dated 14th February, 2002 he has insisted on 5 years of service in senior scale to move into selection grade.

(iv) Organisation took up this issue seriously. Prof. B.T. Deshmukh, President, NUTA has written letter on 6.3.2004 to the Director, Higher Education and requested him to withdraw his contradictory letter. The Director of Higher Education again sought clarification from U.G.C. to delay the matter. We have to be ready to fight against this move in a organised manner in near future.

**(c)** The discrimination caused by the government regarding the date of implementation of fifth pay commission pay scales to the teachers of unaided engineering colleges has also not been done away with. It would be an important task for us to see that justice is done to them.

**(d)** The government of Maharashtra had issued the G.R. dated 25th July, 2002 on contractual appointments of teachers in the colleges which was in total violation of the provisions of M.U. Act, 1994 and the existing statutes of the universities. Because of our struggle at state level under the leadership of MFUCTO, Government of Maharashtra was compelled to stay the operation of the same. However, the government of Maharashtra has again issued a new G.R. dated 19th July, 2003 with a few cosmetic changes by which the government has directed appointments of lecturers on contractual basis.

The MFUCTO therefore, called upon the Government not to proceed with the implementation of new G.R. dated 19th July, 2003 and earlier G.R. dated 25th July, 2002 and withdraw the same forthwith and replace it by a G.R. allowing recruitment of lecturers in the universities and colleges on the basis of the provisions of M.U. Act, 1994. We will have to keep ourselves ready to participate in the action programme to be decided by the MFUCTO to get the way paved for regular appointments.

**(e)** Ambani- Birla Report alongwith Waghmare Committee has posed a serious challenge before the field of education in general and Higher Education in particular. It will have to be fought tooth and nail in the years to come. The issues pertaining to the Librarians and the Directors of Physical education will have also to be addressed.

**(13) MEMBERSHIP OF NUTA :** The NUTA membership has reached upto 4824 at the end of year. This year the increase in membership is 36.

(a) I am glad to inform you that NUTA Bulletin has completed



29 th year of its purposeful existence. This year we have circulated 152 pages of NUTA bulletin. If you go through the NUTA bulletin from first to the last page, you will find that NUTA Executive has tried to give up-to-date information to all its members about their problems and how the NUTA Executive particularly its President Prof. B.T. Deshmukh has focussed them at Maharashtra Govt. level through the Legislative Council.

(b) I am thankful to the press and their representatives both from Nagpur and Amravati areas, for wide coverage of the activities of the Association. This report shall not be complete unless I acknowledge the active cooperation and support of all the members of NUTA and also from non-members i.e. University, College and Junior College Teachers in the activities of the Association and response given by them to the various calls given by NUTA from time to time.

Dr. E.H. KATHALE  
SECRETARY, NUTA  
(P. 28-31 of 2005 NB)

## 2005

Dear Friends,

(1) It gives me great pleasure to accord you all a cordial welcome on behalf of the Executive Committee of NUTA and on my own behalf. It is indeed a proud privilege for me to place before this august body a brief account of our activities and achievements during the year 2005.

(2) Right from its inception, NUTA has been committed to the cause of the welfare of the teaching community. In keeping with this commitment, the organization took up several issues concerning teachers during the period of this report.

(3) During the current reporting year, the organization achieved success in getting a few of our demands fulfilled by the Government. The President of the organization, Prof. B.T.Deshmukh followed up the issues in the Legislative Council with his usual perseverance and got the relevant orders issued by the Government. They include G.R. dated 19th March 2005 on reimbursement of medical expenses incurred by the Govt. Employees and their family members on treatment taken in private hospitals during emergency period, G.R. dated 24th March, 2005 on release of increased D.A. w.e.f. 1st April, 2005 to the Govt. and other full time employees, G.R. dated 28th March, 2005 regarding Dearness-Relief on pension/family pension, G.R.dated 17th June, 2005, regarding placement of lecturers from senior scale to selection grade under C.A.S., G.R. dated 14th July, 2005 on release of D.A. w.e.f. 1st July 2005 to the Govt. and other eligible employees, G.R. dated 5th August, 2005 and 8th November, 2005 with respect to Dearness Relief on pension/family pension. It must be mentioned here that the pressure built up by the organizations of Govt. and semi Govt. employees outside the house was mainly instrumental in moving the Govt. in this behalf.

(4) Prof. B.T. Deshmukh, President, NUTA and his associates in the Legislative Council with their parliamentary skills and perseverance succeeded in getting the positive assurances from the minister of the concerned departments on important issues like bringing 22 social work colleges on grant basis, withdrawing circular regarding pay cut of sanctioned casual leave availed by I.T.I teacher, withdrawing various circulars issued by the Director of Higher Education in contradictory to the Govt. G.R. particularly about salary scheme, implementation of increased D.A. etc.

**(5) ELECTION TO THE EXECUTIVE COMMITTEE OF NUTA :** In accordance with the provision of article VI (a) (ii) of the constitution of NUTA the General Body of NUTA in its meeting held at Savitri Jyotirao Social Work College, Yavatmal on 28th August, 2005 elected the office bearers of the Executive Committee for the term of five years beginning on 1.1.2006. On your behalf, I congratulate all the newly elected office bearers of NUTA Executive Committee. I take this opportunity to bring on record the contribution and services rendered to the organization by members of the outgoing Executive Committee particularly Principal K.M.Wagh, Prof. /Sumant Deshpande, Prof. A.G.Bande, Prof. R.S.Nawhal, Prof. D.D.Somani, Prof. S.V.Ambekar, Prof. S.G.Wasade, Principal Dr. Prabhakar Gupta and Prof. D.R.Satpute.

**(6) DISTRICT UNIT ELECTIONS :** The Programme of District unit elections was announced and notice to that effect was issued on page number 77 of 2005 NUTA Bulletin. I am very

happy to inform you that this process of electing the office bearers and members of District Unit was completed in a democratic and peaceful manner in all the districts. The number of members attending these unit meetings was very satisfying. I am especially thankful to Prof. D.D.Somani, Prin. D.A.Dhole, Prin. R.S.Deshmukh, Prof. P.A. Sahastrabudhe, Prof. S.S. Deshmukh, Prin. V.P.Dhomne, Prin. Anjan Naidu, Prin. Dr. Vijay Ainchwar, Prin. P.H.Balbudhe, Prin. B.J.Hadake, Prof. G.B.Wankar and Prin. P.R. Thakre who worked as working Chairman in their respective districts and conducted the election successfully. I, on behalf of the NUTA Executive and you all congratulate the newly elected office bearers and members and also wish them a successful tenure.

**(7) PARTICIPATION IN ACTION PROGRAMME :** The members of NUTA participated in various action programmes in response to the call given by AIFUCTO and MFUCTO from time to time to press for the solutions to pending problems of the teaching community.

(A) Friends you are all aware that the Executive Committee of MFUCTO at its meeting held on 13th March 2005 had adopted a movement resolution to highlight our pending demands and the problems faced by the teachers including the implementation of the UGC Leave package. (Page No. 20 of 2005 NUTA Bulletin) From the Resolution it would be seen that the MFUCTO had taken an assessment of omissions and commissions of Director of Higher Education, Maharashtra State, during the period he had been holding that office and, therefore, a series of agitational programmes were announced. I am pleased to inform this august body that all these agitational programmes were successfully implemented under the able leadership of MFUCTO.

(B) Friends, you are aware that the problem of NET/SET affected teachers has yet to be resolved successfully. NUTA under the able leadership of MFUCTO is committed to protect the legitimate interest of the affected teachers.

You are also aware that in response to the legal notice issued by MFUCTO, UGC had informed through its letter dated 3rd August, 2005 that the matter was referred to its legal consultant who had also suggested that the UGC should consider the cases within the parameters of relaxation as contemplated under the UGC regulations of 1991 and 2000 if the applications were forwarded by the college/ institution through the University as directed by the Bombay High Court. The suggestion given by the Legal Consultant was enough to exhibit the casual approach of UGC on serious issue affecting 6000 teachers within the State of Maharashtra.

The MFUCTO Executive Committee in its meeting held on 11.9.2005 after considering the UGC. Letter of 3rd August, 2005 had condemned the attitude of UGC towards the problem of NET/SET affected teachers and decided the agitational programme against the attitude of UGC. which includes the State-wide morcha and Dharna on 1st October 2005 and 5th Decemeber, 2005 respectively in front of the office of Joint Secretary, UGC at Pune. University-wise morcha on 25th November 2005 and District-wise Melawas in between September, 2005 and October, 2005 were also part of the agitation.

Friends, I am pleased to bring it on record that in all these agitational programmes, participation of teachers from both the universities area was encouraging.

**(8) PROBLEM OF NET/SET AFFECTED TEACHERS :** Friends, you are aware that Government of Maharashtra, had issued a G.R. on 18th October, 2001, whereby teachers appointed on or after 11.12.1999 were to be terminated before completion of their probation period. Some of the teachers from different Universities of Maharashtra were issued termination orders and other teachers falling in this category were in the process of issuance of termination orders as a consequence of resolution dated 18.10.2001. These teachers had filed petitions before the Mumbai High Court and the Benches of Mumbai High Court at Nagpur and Aurangabad and they were granted status quo/stay. Ultimately their petitions were clubbed for final hearing by Hon'ble Mumbai High Court. You are also aware that Mumbai High Court had delivered an important judgement in respect of this bunch of petitions on 18.4.2002. According to this decision of the Mumbai High Court a time bound programme was given to submit the proposals to the UGC for the grant of relaxation by the respective universities before 18th December, 2002. You are also aware that MFUCTO too had submitted a memorandum to the UGC on appointment of teachers in the universities and colleges in Maharashtra and the NET/SET qualification condition dated 30th March, 2003 and requested the UGC to provide

an opportunity to the MFUCTO to explain in person the various aspects of this problem in the form of improper treatment of NET/SET qualification condition. The UGC had informed that the matter was under consideration of the Commission and it was in consultation with the universities in the State of Maharashtra. I regret to bring to your notice that UGC did not respond positively and an opportunity to MFUCTO has not so far been given to explain its stand on the issue. On the contrary UGC has pressurized the Universities in Maharashtra through the State Government for submitting the proposals of non NET/SET teachers who were appointed from 1991 to 31st December, 1999 for seeking relaxation from NET/SET. In fact while submitting the proposals of the Lecturers who were appointed after 31st December, 1999, the Vice-Chancellor of Amravati University and the Registrar of Nagpur University had made it very clear that the teachers appointed between 1991 and 1999 require no relaxation / exemption as they were lawfully appointed. In view of delay on the part of the UGC to comply with the directions contained in the two Division Bench Judgements and in view of the untold sufferings of the Non NET/SET teachers in Maharashtra by arbitrary acts on the part of the UGC and the Universities in our State, MFUCTO adopted an important Resolution on 11.9.2005 to direct its fight against the UGC for its failure to resolve the issue. As part of the programme of action, apart from sending Memorandum to the UGC, demonstrations were planned to be staged, viz, (i) on 1st October, 2005 outside the Western UGC Zonal Office at Pune. (ii) on 25th November 2005 mass deputation to the VC to give memorandum to the UGC through the Vice-Chancellors of all Universities in Maharashtra (iii) on 5th December, 2005 Demonstration outside the Western UGC Zonal Office at Pune. I am glad to inform this august body that all these programmes were successfully implemented in both the University areas. I assure all of you that the NUTA and MFUCTO have been carefully watching the situation and will see that the interests of the non NET/SET teachers are fully protected.

**(9) UNIVERSITY SENATE ELECTION :** During this year, elections to the Sant Gadge Baba Amravati University Senate were held. And I am glad to inform this august gathering that the electorate showed overwhelming support to the organization and elected 15 NUTA, activists to the Senate from teachers constituency and 8 from Registered Graduates Constituency. Thus in Sant Gadge Baba Amravati University Senate election, most of the Elected representatives were from the panel fielded by organization. I congratulate all of them and assure this house that they will work towards the fulfillment of the commitments made in the election manifesto.

**(10) TASKS AHEAD :** Friends, It is true that some of our demands have been met by the struggle of NUTA under the able leadership of the MFUCTO. However, some of the old issues have remained to be resolved and in the meantime new issues have been thrown up which the teachers have to face such as contractual appointments, commodification of education, starting of self financing courses and institutions and exploitation of teachers and non-teaching staff working in the said system. You are aware that the NUTA is committed to taking up the problems of every section of the teaching community irrespective of their number and strength in the organization. NUTA Executive Committee is aware that it will have big tasks ahead viz'

- a) Oppose the move of the Central Government towards privatization of Pension and Gratuity,
- b) Fight for implementation of the UGC leave package
- c) Justice to NET/SET affected teachers;
- d) Compelling government to withdraw orders on contractual appointments,
- e) Release of pension to teachers on the date of their retirement.
- f) The discrimination caused by the government regarding the date of implementation of fifth pay commission pay scales to the teachers of unaided engineering colleges has also not been done away with. It would be an important task for us to see that justice is done to them;
- g) To take up the problems of social work colleges in Maharashtra;
- h) To take up the problems of Ayurved College teachers in Maharashtra.
- i) Ambani-Birla Report alongwith Waghmare Committee has posed a serious challenge before the field of education in general

and Higher Education in particular. It will have to be fought tooth and nail in the years to come. The issues pertaining to the Librarians and the Directors of Physical Education will have also to be addressed.

**(11) MEMBERSHIP OF NUTA :** The NUTA membership has reached upto 4944 at the end of year. This year the increase in membership is 120.

(a) I am glad to inform you that NUTA Bulletin has completed 30<sup>th</sup> year of its purposeful existence. This year we have circulated 136 pages of NUTA bulletin. If you go through the NUTA bulletin from first to the last page, you will find that NUTA Executive has tried to give up-to-date information to all its members about their problems and how the NUTA Executive particularly its President Prof. B.T. Deshmukh has focussed them at Maharashtra Govt. level through the Legislative Council.

(b) I am thankful to the press and their representatives both from Nagpur and Amravati areas, for wide coverage of the activities of the Association. This report shall not be complete unless I acknowledge the active cooperation and support of all the members of NUTA and also from non-members i.e. University, College and Junior College Teachers in the activities of the Association and response given by them to the various calls given by NUTA from time to time.

Dr. E.H. KATHALE  
SECRETARY, NUTA  
(P. 18 & 19 of 2006 NB)

## 2006

Dear Friends,

(1) It gives me great pleasure to accord you all a cordial welcome on behalf of the Executive Committee of NUTA and on my own behalf. It is indeed a proud privilege for me to place before this august body a brief account of our activities and achievements during the year 2006.

(2) Right from its inception, NUTA has been committed to the cause of the welfare of the teaching community. In keeping with this commitment, the organization took up several issues concerning teachers during the period of this report.

(3) During the current reporting year, the organization achieved success in getting a few of our demands fulfilled by the Government. The President of the organization, Prof. B.T. Deshmukh followed up the issues in the legislative council with his usual perseverance and got the relevant orders issued by the Government. They include G.R. dated 9th May, 2006, and G.R. dated 4th Oct. 2006, on release of increased D.A., G.R. dated 10th May, 2006, and G.R. dated 4th October, 2006, regarding Dearness Relief on Pension/Family Pension. As you know organizational pressures built up by different organizations in the field is mainly instrumental in moving the government. Some of the important government Resolutions issued during the year under report are G.R. dated 16th August 2005 regarding time bound promotion to the employees falling in group C & D, leave-travel facility and re-imburement of medical expenses w.e.f. 20.05.2006 to the teaching and Non-teaching employees of aided social work colleges.

(4) Prof. B.T. Deshmukh, President, NUTA and his associates in the Legislative Council with their parliamentary skills and perseverance succeeded in getting the positive assurances from the minister of the concerned departments on important issues like placement of Lecturers (Senior Scale) into selection Grade, implementing the salary scheme to the teachers and non-teachers of Sant Bhagwan baba Arts College, Sindkhed Raja, Payment of arrears to the lecturers of Social Work, College, Amravati, Problem of Fixation of Pension to the Instructors working in Govt. I.T.I. in Unrevised scale, the issue of counting of service rendered by the teachers in no grant schools for the purposes of placement in senior scale and selection grade, placement of lecturers working in SGB Amravati university area into selection Grade, Non payment of salaries due to non release of grants to the teachers and non-teachers of Dr. Punjabrao Deshmukh college of technical education Amravati, timely placement of lecturers into senior scale and selection grade in the State of Maharashtra etc.

**(5) ELECTION TO THE EXECUTIVE OF MFUCTO:** The General Council of MFUCTO, which met at Mumbai on the 24th December, 2006 elected the new Executive Committee for the period 2006-2008. I am glad to inform you that the following members of the NUTA Executive Committee were elected to the

MFUCTO Executive Committee.

Dr. E.H.Kathale, General Secretary  
 Prof. V.B.Dhone, Vice President (Nagpur)  
 Prin. S.T.Sangale, Vice President (Amravati)  
 Prof. B.T.Deshmukh, Executive Committee Member,  
 Prof. A.W. Dhage, Executive Committee Member,  
 Prin. Dr. Prakash Hiwarkar, Executive Committee Member,  
 Dr. Sunil Hajare, Executive Committee Member,  
 Prof. Subhash Gawai, Executive Committee Member,  
 Dr. P.B.Raghuwanshi, Executive Committee Member.

On behalf of all of you, I congratulate all these elected representatives. I take this opportunity to bring on record the contribution and services rendered to the state level organization by Members of the outgoing Executive Committee particularly Dr. S.A.Tiwari, Dr.R.B.Golait, Prof. S.R.Kalmegh and Prof. M.D.Misal.

**(6) PARTICIPATION IN ACTION PROGRAMME :** The members of NUTA participated in various action programmes in response to the call given by AIFUCTO and MFUCTO from time to time to press for the solutions to pending problems of the teaching community.

Friends, you are all aware that NEC of AIFUCTO had accepted the Action programme finalized at the National Convention of workers held under the auspices of Sponsoring Committee of trade unions. You are also aware that the General Body meeting of NUTA, held on 8th Oct. 2006, had resolved to participate in the Action Programme. I am pleased to inform this august body that all these agitational programmes were successfully implemented under the able leadership of NUTA.

**(7) PROBLEM OF NET/SET AFFECTED TEACHERS :**

Friends, you are aware that Government of Maharashtra, had issued a G.R. on 18th October, 2001, whereby teachers appointed on or after 11.12.1999 were to be terminated before completion of their probation period. Some of the teachers from different Universities of Maharashtra were issued termination orders and other teachers falling in this category were in the process of issuance of termination orders as a consequence of resolution dated 18.10.2001. Many of such teachers had filed petitions before the Mumbai High Court and the Benches of Mumbai High Court at Nagpur and Aurangabad and they were granted status quo/stay. You are also aware that Mumbai High Court had delivered an important judgement in respect of this bunch of petitions on 18.4.2002. According to this decision of the Mumbai High Court a time bound programme was given to submit the proposals to the UGC for the grant of relaxation by the respective universities before 18th December, 2002. You are also aware that MFUCTO too had submitted a memorandum to the UGC on appointment of teachers in the universities and colleges in Maharashtra and the NET/SET qualification condition dated 30th March, 2003 and requested the UGC to provide an opportunity to the MFUCTO to explain in person the various aspects of this problem in the form of improper treatment of NET/SET qualification condition. The UGC had informed that the matter was under consideration of the Commission and it was in consultation with the universities in the State of Maharashtra. However, it is a matter of grave concern that UGC did not respond positively and an opportunity to MFUCTO has not so far been given to explain its stand on the issue. On the contrary UGC had pressurized the universities in Maharashtra through the State Government for submitting the proposals of non NET/SET teachers who were appointed from 1991 to 31st December, 1999 for seeking relaxation from NET/SET. In fact while submitting the proposal of the Lecturers who were appointed after 31st December, 1999, the Vice Chancellor of Amravati University and the Registrar of Nagpur University had made it very clear that the teachers appointed between 1991 and 1999 require no relaxation/Exemption as they were lawfully appointed. In view of delay on the part of the UGC to comply with the directions contained in the two Division Bench judgements and in view of the untold sufferings of the Non NET/SET teachers in Maharashtra by arbitrary acts on the part of the UGC and the Universities in our State, MFUCTO adopted an important Resolution on 11.9.2005 to direct its fight against the U.G.C. for its failure to resolve the issue.

You are aware that all the agitational programmes against U.G.C. were successfully implemented under the able leadership of MFUCTO. Friends, I would like to bring to your notice that NUTA and MFUCTO have maintained consistently that since NET/SET was never brought as a mandatory entry point condi-

tion for teachers in Maharashtra, Non- NET/SET teachers who number more than 6000, came to be appointed during the period from 19th September 1991 when the original UGC Notification on NET was issued till December 1999 and/or 4th April 2000 when the new Notification on qualifications was issued. Therefore, treating the 6000 Non-NET/SET teachers as "non qualified" teachers would not be legal, just and proper. In fact, all those teachers who were appointed on or after 19th September 1991 till December 1999 or 4.4.2000 when the new UGC Notification was issued, should be completely cleared from the applicability of the NET/SET qualification condition. Many of these teachers have completed as many as 10 to 14 years service and are denied placement benefits in the Senior Scale and Selection Grade.

In the Midst of these developments, MFUCTO decided that it should go ahead with its considered decision to file CONTEMPT PETITION in the Hon'ble High Court at Bombay against the Chairman of the UGC (Dr. Sukhdev Thorat), the Union Govt. of India (HRD Ministry) and the Secretary of the UGC for the contempt having been committed by them of the two Hon'ble Division Bench judgments through omissions and commissions. Accordingly the Contempt petition has been filed and when it came up for admission, the Hon'ble Court decided that notice should be issued by the Hon'ble Court to all the Respondents which procedure has been completed. MFUCTO also gave a copy of the said Contempt petition to Dr. B.L.Mungekar when the MFUCTO delegation met him. MFUCTO is confident that the long standing injustice done to Non-NET/SET teachers in the State of Maharashtra will finally be removed and these 6000 young teachers will join the ranks of other teachers in getting their placement benefits in the senior scale and selection grade by counting of their total service, I assure all of you that NUTA and MFUCTO have been carefully watching the situation and will see that the interests of non NET/SET teachers are fully protected.

(8) I propose through this report, to convey important landmark developments regarding NET-SET affected teachers :-

(1) Relevant extracts from the judgement of THE HIGH COURT OF JUDICATURE AT BOMBAY BENCH AT AURANGABAD in WRIT PETITION NO. : **5022 OF 2001 delivered on 20th February 2002** are as follows :-

"25. The next sub clause of clause 2 viz. subclause (b) states that those Lecturers who are not successful in obtaining the NET/SET qualifications by December, 2003 will be continued in service till their retirement and except the annual increment they shall not be entitled for any other benefits like financial benefits, promotion, Senior Grade or selection Grade. It further states that till their retirement they shall be continued in the pay scale of Rs. 8,000-13,000. We certainly find fault with this clause. When the Government has adopted the Regulations as framed by the Commission and if the Commission does not provide for such a clause in its Regulations, the State Government cannot deviate from the said Regulation. **If the appointees upto 11th December, 1999 failed to obtain the NET/SET qualifications by December, 2003. Undoubtedly they continued to be unqualified to hold the post of Lecturer and they can not be continued beyond December, 2003.** The concession granted by the State Government in this clause is contrary to the Regulations framed by the Commission."

"30. In the result, the petition is rejected summarily subject to our observations **that clause 2(b) of the impugned Government Resolution dated 18th October, 2001 is unsustainable and the same is quashed and set aside.** We also hold that the cases of candidates appointed from 12th October, 1999 till 18th October, 2000 are required to be examined so as to ascertain the applicability of the first proviso to clause 2 of the 1991 Regulations as well as 2000 Regulations before their services are sought to be terminated by the respective universities and/or colleges/ institutions."

(2) Relevant extracts from the judgement of the HIGH COURT OF JUDICATURE AT BOMBAY, APPELLATE SIDE IN WRIT PETITION NO. 5782 OF 2001 DELIVERED ON 18TH APRIL 2002 are as follows :-

"5. In view of the fact that no time limit is fixed by the Aurangabad bench. In our opinion, interest of justice require that such time limit is fixed. The process of receiving the requests from the management for consideration regarding relaxation etc. of the conditions by the UGC will take time and it would therefore be appropriate to fix some time limit. The managements where they are directed to approach the UGC for relax-

ation shall do so within four months from the date of the order of this court. The concerned University then process the same and forward them to UGC. This be done by the concerned Universities within four months of receiving the requests from the managements. **The UGC will have then four months time to process the applications and request so made and then take decision.**"

(3) Extracts from the letter by Dr. S.N.Patil Vice Chancellor AMRAVATI UNIVERSITY, AMRAVATI. Dated 10 December 2002 to the UGC are as follows :-

"12) REQUEST in respect of (A) Cases covered by Second proviso of para 2 of "UGC Regulation 2000 :-

Every teacher (approved by this university) mentioned (at Sr.No. 1 to 30) in column No. 2 of the Appendix-A working as a lecturer in the college mentioned in column No. 3, was duly selected by a duly constituted selection committee on a date mentioned in column No. 6 of Appendix-A, and was having the then requisite minimum qualification (mentioned in column No. 4 of Appendix-A) as were existing at that time. (NET/SET was prescribed as a compulsory qualification at the recruitment level in this university **for the first time by Direction No. 7 of 1999, dated 27.12.1999** (Please refer enclosure No. 7) published in the Amravati University Gazette on 30.12.1999 on page No. 97) **As per the judgement delivered by the Supreme Court of India referred at 2 above, U.G.C. Regulation 1991 regarding NET/SET can be implemented prospectively.** In supersession of all previous notifications, U.G.C. issued "UGC Regulation 2000" notification. Every teacher mentioned in Appendix-A is covered by second proviso of Para 2 of the 2000 Regulation. It is the considered view of this university that NET/SET qualification is not applicable to the teachers mentioned in the Appendix-A as they are covered by second proviso of para 2 of the UGC regulation 2000 and protected by the supreme court judgement referred at 2 above. U.G.C. may kindly confirm this view of the university"

(4) Extracts from the letter by the Registrar, NAGPUR UNIVERSITY Nagpur Dated : 17th December, 2002 to the UGC are as follows :-

"12) REQUEST IN RESPECT OF (A) Cases covered by Second proviso of para 2 of "UGC Regulation 2000"

Every teacher (approved by this University) mentioned (at Sr. No. 1 of 22) in column No. 2 of the Appendix A working as a lecturer in the affiliated College mentioned in column No.9, was selected by a duly constituted selection committee on a date mentioned in column No. 7 of Appendix A, and was having the then requisite minimum qualification (mentioned in column No. 5 of Appendix A) as were existing at that time. **NET/SET was prescribed as a compulsory qualification at the recruitment level in this University for the first time by direction No. 7 of 1999 dated 28.12.1999.** As per the judgement delivered by the Supreme Court of India referred at 2 above NET/SET regulation can be implemented prospectively. In supersession of all previous notification. Every teacher mentioned in appendix A is covered by second proviso of para 2 of the 2000 Regulation. It is the considered opinion of this University that NET/SET qualification is not applicable to the teachers mentioned in the Appendix A as they are covered by second proviso of para 2 of the UGC regulation 2000 and protected by the Supreme Court judgement referred at 2 above, UGC may kindly confirm this view of the University."

(5) Extracts from the MEMORANDUM TO THE UGC submitted by the President and the Secretary of MAHARASHTRAFEDERATION OF UNIVERSITY & COLLEGE TEACHERS' ORGANISATIONS dated Mumbai, 30th March 2003 are as follows :-

**"4.5 The services of such teachers could not be terminated for the reasons that**

- They were selected by duly constituted selection committee;
- As candidates, they possessed the then requisite minimum qualification prescribed under the Statute;
- All these cases fell under Second Proviso to Clause 2 of the UGC Regulation, 2000;
- The decision of the Hon'ble Supreme Court in University of Delhi V/s. Raj Singh & Others applied to them;
- The UGC Regulations applied only to candidates who wanted to become Lecturers and not to the Lecturers who were already appointed;
- The second Proviso to Clause 2 was only to be prospective

in operation and not retrospective;

g) After the Government and the Universities prescribed NET/SET as minimum entry point conditions for Lecturers with a clear direction that no non NET/SET candidate should be appointed as Lecturers, the Universities did not appoint any such candidates as Lecturers and when the colleges appointed such candidates, the Universities have rejected approval of such appointments."

"5.4 In view of the foregoing, the MFUCTO requests that the UGC

(a) Immediately issue direction to all Non Agricultural Universities in Maharashtra that in respect of Lecturers appointed prior to the cut off date, viz. 30th December 1999, NET/SET qualification condition is not applicable; and"

5.5 The MFUCTO desires that the UGC provide an opportunity to the MFUCTO to explain in person the various aspects of this human problem in the form of improper treatment of NET/SET qualification conditions in the State of Maharashtra. The MFUCTO deputation would wait on the Chairman of the UGC on any appointed day and time at New Delhi so that the complicated issues involved in this vexed problem will stand settled once and for all and injustice would stand removed. It is towards this end that the MFUCTO is submitting this Memorandum and is seeking immediate appointment for discussion."

**(6) DETAILS OF THE CONTEMPT PETITION FILED BY NUTA** before the High Court of Judicature at Bombay, Nagpur Bench Nagpur are as follows :-

**Contempt petition No. 18082/2006**, Filed on 20.11.2006

**Prayer clause** (1) Initiate contempt action against Respondent No. 1 UGC for its act of **failure in disposing off the proposals pertaining to relaxation of minimum qualification received from Sant Gadgebaba Amravati University on 10.12.2002 within a period of 4 months and contempter be dealt with as per law.**

(2) Grant any other relief that deem suitable in the circumstances of the cases.

**(7) DETAILS OF THE CONTEMPT PETITION FILED BY MFUCTO** before the High Court of Judicature at Bombay, are as follows :-

**Contempt petition No. HC/Civil Apple Juridication Contempt petition No. 318/2006** in Writ Petition No. 55/2002, 5782/2001 & 63 to 128/2002, Filed on \*\* Sept 2006

**Prayer clause :-** (a) Respondents Nos. 1,2 & 3 be held guilty of Contempt of Court by willful and deliberate disobedience of the two orders of the Division Bench of this Hon'ble Court dated 20th February 2002 and 18th April 2002 in Writ Petition No. 5022 of 2001 and also in the said bunches of Writ petitions.

**(b) that Respondents Nos. 1,2 & 3 after being held guilty of the contempt of Court may be dealt with and or punished in accordance with section 12 of the Contempt of Courts Act by sending the Respondents Nos. 1, 2 & 3 to imprisonment in civil prison for such period as this Hon'ble Court may deem fit and proper and/or in such other manner as deemed fit and proper,**

(c) that Respondents Nos. 1 & 2 their officers, servants and agents may be directed by an order and mandatory injunction of this Hon'ble court to forthwith examine the cases of

(i) those candidates appointed on or after 11th December 1999 till 3rd April 2000,

(ii) those candidates appointed on or after 4th April 2000 till 12th June 2000

(iii) those candidates appointed between 13th June 2000 to 17th October 2001 in the Non Agricultural Universities and Colleges in the State of Maharashtra for grant of exemption/relaxation from NET/SET qualification condition under the proviso 2 of the UGC Notification dated 4.4.2000 as per the said original orders of this Hon'ble Court.

(d) for interim and ad interim orders in terms of prayer (c) above,

(e) for exemplary damages and compensation,

(f) for compensatory costs of the petition and of the petitioner.

(g) for such other and further reliefs, orders and directions as the nature and circumstances of the case may require and justify or as this Hon'ble Court may deem fit and proper.

**Order of the High Court thereon - HC** directed that in respect

of the contempt petition, notices from the court be issued in Addition to the notices already issued by the petitioner.

**After notices were issued by the Court,** Joint Director of HE Mumbai Region and DHE, Pune, have filed AFFIDAVITS on Behalf of the State of Maharashtra.

**(9) FARMERS' SUICIDES IN VIDARBHA :** Friends, you are aware that NUTA right from its establishment, has been committed towards social problems of the society. You are also aware that Prof. B.T. Deshmukh, MLC and President of NUTA, since last 20 years has been raising the issue of growing backlog in Vidarbha in the development sectors on the floor of the legislative council. The growing incidences of suicides of farmers in Vidarbha region is a matter of serious concern. NUTA strongly believes that the ever mounting backlog in the development sectors of irrigation and connectivity of agriculture pumps, unreliable dryland farming, constant failure and resultant indebtedness are some of the principal causes behind the suicide phenomena. Prof. B.T. Deshmukh has always criticized the government for stepmotherly treatment to Vidarbha in budgetary allocation causing Vidarbha's backwardness. According to Prof. B.T. Deshmukh, packages will not be helpful to stall the incidences of farmers' suicides in Vidarbha. The lop-sidedness of the economy has to be done away with bringing the Vidarbha at par with the developed regions of the state, is the only permanent solution of the problem.

Friends, Prof. B.T. Deshmukh's advocacy that the irrigation backlog is the main reason behind suicides committed by the farmers in vidarbha has been well appreciated by all the concerned. Helpline, a social organization from Amravati has taken up this issue at Governor's level, which has brought some fruitful results. Friends, you are aware that NUTA at its General Body meeting held at Chandur Bazar on 21st May 2006 had expressed concern regarding growing incidences of farmers' suicides in Vidarbha and also expressed indignation against the government towards its apathy and lack of positive approach with respect to the problem. The General Body also resolved its total agreement with the proposal passed in the meeting of the public representatives held on 8th Feb, 2006, under the leadership of Helpline. I congratulate the leadership of "Helpline" for their efforts in creating awareness regarding the social problem of vital importance.

**(10) TASKS AHEAD :** Friends, It is true that some of our demands have been met by the struggle of NUTA under the able leadership of the MFUCTO. However, some of the old issues have remained to be resolved and in the meantime new issues have been thrown up which the teachers have to face such as contractual appointments, commodification of education, starting of self financing courses and institutions and exploitation of teachers and non-teaching staff working in the said system. You are aware that the NUTA is committed to taking up the problems of every section of the teaching community irrespective of their number and strength in the organization. NUTA Executive Committee is aware that it will have big tasks ahead viz'

- a) Oppose the move of the Central Government towards privatization of Pension and Gratuity,
- b) Fight for implementation of the UGC leave package,
- c) Justice to NET/SET affected teachers;
- d) Compelling government to withdraw orders on contractual appointments,
- e) Release of pension to teachers on the date of their retirement.
- f) The discrimination caused by the government regarding the date of implementation of fifth pay commission pay scales to the teachers of unaided engineering colleges has also not been done away with. It would be an important task for us to see that justice is done to them;
- g) Enactment of suitable legislation for providing penalties for non-compliance of the Grievance committee recommendations.
- h) Ambani-Birla report alongwith Waghmare Committee has posed a serious challenge before the field of education in general and higher education in particular. It will have to be fought tooth and nail in the years to come.

**(11) MEMBERSHIP OF NUTA :** The NUTA membership has reached upto 5164 at the end of year. This year the increase in membership is 220.

- (a) I am glad to inform you that NUTA Bulletin has completed

31<sup>st</sup> year of its purposeful existence. This year we have circulated 120 pages of NUTA bulletin. If you go through the NUTA bulletin from first to the last page, you will find that NUTA Executive has tried to give up-to-date information to all its members about their problems and how the NUTA Executive particularly its President Prof. B.T. Deshmukh has focussed them at Maharashtra Govt. level through the Legislative Council.

(b) I am thankful to the press and their representatives both from Nagpur and Amravati areas, for wide coverage of the activities of the Association. This report shall not be complete unless I acknowledge the active cooperation and support of all the members of NUTA and also from non-members i.e. University, College and Junior College Teachers in the activities of the Association and response given by them to the various calls given by NUTA from time to time.

Dr. E.H. KATHALE  
SECRETARY, NUTA  
(P. 43-46 of 2007 NB)

## 2007

Dear Friends,

(1) It gives me great pleasure to accord you all a cordial welcome on behalf of the Executive Committee of NUTA and on my own behalf. It is indeed a proud privilege for me to place before this august body a brief account of our activities and achievements during the year 2007.

(2) Right from its inception, NUTA has been committed to the cause of the welfare of the teaching community. In keeping with this commitment, the organization took up several issues concerning teachers during the period of this report.

(3) During the current reporting year, the organization achieved success in getting a few of our demands fulfilled by the Government. They include G.R. dated 20th Sept, 2006, regarding merger of 50% D.A./D.R. for purpose of retirement benefits, G.R. dated 10th April, 2007, on release of increased D.A., Government order dated 17th March, 2007, regarding payment of arrears on account of implementing the provisions of G.R. dated 11th December, 1999 with respect to Feeder Cadre, placement in senior grade and selection grade, advance increments for M.Phil and Ph.D. etc. and G.R. Dated 11th April, 2007, regarding Dearness Relief on pension/Family pension. As you know, organizational pressures built up by different organizations in the field is mainly instrumental in moving the Government.

(4) Prof. B.T. Deshmukh, president, NUTA and his associates in the legislative Council with their parliamentary skills and perseverance succeeded in getting the positive assurances from the minister of the concerned departments on important issues like, timely placement of lecturers into senior grade and selection Grade in the State of Maharashtra at Joint Director's level, payment of salaries and arrears of pay to the hundreds of teachers working in 50 junior colleges in Amravati District, De-reservation of posts for regularization of their services of Lecturers working in non govt. aided colleges in Sant Gadge Baba Amravati University area; counting of services rendered in non-aided secondary school by teachers and head masters for the purpose of senior and selection grade, decision with respect to casual leave admissible to the teachers working in secondary and higher secondary schools etc.

**(5) PARTICIPATION IN ACTION PROGRAMME :** The members of NUTA participated in various action programmes in response to the call given by AIFUCTO and MFUCTO from time to time to press for the solutions to pending problems of the teaching community.

Friends, you are aware that AIFUCTO had decided to organize March to Parliament on 12.3.2007 in New Delhi to press our demands and for reversal of anti people policies of the Central Government through signature campaign. You are also aware that AIFUCTO had also decided in its meeting of N.E.C. held on 28th and 29th July 2007 to observe "Teacher's Day" i.e. 5th Sept, 2007 as "Demand Day" to press our long pending demands. I am pleased to inform this august body that all these agitational programmes were successfully implemented in both the Universities under able leadership of NUTA.

**(6) HONOR TO PROF. B.T. DESHMUKH :** Friends, I am glad to inform this august body that our President Prof. B.T. Deshmukh has been honored with prestigious award "Dakhsa Nagrik Purskar-2007" by Citizen Forum (Nagrik Manch-Maharashtra). The award was conferred at an impressive function organized by Manch at Nagpur on 24th June 2007.

Friends, it is also a matter of pride to all of us that Prof. B.T. Deshmukh has also been honored with another prestigious award "Krishak Bhushan Dr. Punjabrao Deshmukh Puraskar" by Lokseva Vikas Sanstha, Chandrapur. The award was conferred on him in a beautiful function organized by Sanstha on 12th December, 2007 at Chandrapur.

I congratulate Prof. B.T. Deshmukh on behalf of all of you for these distinguished honors showered on him for his outstanding contribution for the society.

**(7) PROBLEM OF NET/SET AFFECTED TEACHER'S :** Friends, I would like to bring to your notice that NUTA and MFUCTO have maintained consistently that since NET/SET was never brought as a mandatory entry point condition for teachers in Maharashtra, Non -NET/SET teachers who number more than 6000, came to be appointed during the period from 19th September 1991 when the original UGC Notification on NET was issued till the cut off date i.e. December 1999, and/or 4th April, 2000, when the new Notification on qualifications was issued. Therefore, treating the 6000 Non NET-SET teachers as 'non-qualified teachers' would not be legal, just and proper. In fact, all those teachers who were appointed on or after 19th September, 1991, till December 1999 or 4.4.2000 when the new UGC notification was issued, should be completely cleared from the applicability of the NET/SET qualification condition. Many of these teachers have completed as many as 11 to 15 years service and are denied placement benefits in the Senior Scale and Selection Grade.

Friends, you are aware that MFUCTO has already filed Contempt petition (No.318 of 2006) in the Hon'ble High Court at Mumbai against the Chairman, U.G.C., Union Govt. of India (H.R.D.Ministry), Secretary of the U.G.C. for the contempt having been committed by them of the two Hon'ble Division Bench judgment through omission and commissions. As per orders of the Hon'ble Court, notices were issued to all the respondents. The Director of Higher Education filed an Affidavit on behalf of State of Maharashtra apart from the one filed earlier by Shri Andhale, Joint Director of Higher Education, U.G.C. has also filed an Affidavit on 20th June, 2007, and the petition is likely to come for hearing in coming few months.

Friends, I would like to bring to the notice of this august body that similar type of contempt petition (No. 162 of 2007) has been filed in the High Court of judicature at Bombay, Nagpur Bench, Nagpur by NUTA, representing NET/SET affected Lecturers from Sant Gadge Baba Amravati University, Amravati. NUTA has also filed another contempt petition (No. 2461/08 on 15.3.2008) in the High Court, Nagpur Bench representing NET/SET affected Lecturers from Rashtrasant Tukadoji Maharaj Nagpur University area. In view of the above development, UGC began to hasten its proposal for clearance of pending cases with the UGC submitted by Universities in Maharashtra.

Friends, I would like to inform this august body that MFUCTO in its meeting held on 27th Oct, 2007 decided to file another petition against U.G.C. for having committed contempt of the judgment of Hon'ble Supreme Court in Civil appeal No. 1819 of 1994. The judgment delivered by Hon'ble Supreme Court on 8.9.1994 explains the nature and applicability of NET/SET qualifications. In the judgment it has been mentioned that :-

1) Regulations are valid : Regulations (1991) notified on 19th Sept, 1991 by UGC are valid.

2) Recommendatory : The provisions of clause 2 of the said Regulations are, therefore, recommendatory in character.

3) Application prospective : The 2nd proviso to clause II makes the application of the said regulations prospective.

The UGC thus, committed contempt of the supreme Court judgment by enforcing the applicability of NET/SET qualifications with retrospective effect. (the details of the supporting documents have been already circulated in the previous Annual Report of 2006)

Friends, I reassure all of you that NUTA and MFUCTO have been carefully watching the situation and will see that interests of non NET/SET teachers are fully protected and thus, 6000 young teachers will join the ranks of other teachers in getting their placement in senior scale and selection grade by counting of their total service.

**(8) PROBLEMS OF LECTURERS OF RAJIV GANDHI MAHAVIDYALAYA, SADAKARJUNI :** The Lecturers of Rajiv Gandhi Mahavidyalaya, Sadak Arjuni, Distt Gondia have been fighting against injustice, exploitation and harassment being done by the Management of the College since last 5 to 6 years.

Enquiry Committee appointed by Rashtrasant Tukadoji Maharaj Nagpur University had recommended that Administrator be appointed in the College and the proposal to that effect be submitted by the University to the Government. The Senate of Rashtrasant Tukadoji Maharaj Nagpur University approved the report of the Enquiry Committee on 22.3.2007 and referred it to the Management Council. The problem was also raised in the meetings of the Senate by our NUTA member. However nothing could be materialized in positive terms. Finally, teachers of this college decided to go on hunger strike w.e.f. 4th Dec, 2006 in front of Vidhan Bhavan during Assembly Session at Nagpur. Accordingly, decision was implemented. The activists of Nagpur region rendered all assistance to these teachers during the period of their hunger strike. Prof. B.T.Deshmukh, M.L.C. and President, NUTA had submitted call attention motion on the notice of hunger strike given by these teachers. In reply to call attention motion, the Minister of Higher Education assured that on receiving the proposal from University under section 5 (46) of Maharashtra Universities Act, 1994, regarding appointment of Administrator on the college, the action would be initiated by the Government as provided in Maharashtra Educational Institutions Management Act- 1976.

Friends, I regret to bring to the notice of this august body that the Vice- Chancellor and the Management Council of Rashtrasant Tukadoji Maharaj Nagpur University have not taken decision so far and did not submit the proposal recommending appointment of Administrator on the college. We congratulate our brave fighters of this college and assure them that the organization would be always with them in the struggle.

**(9) ORGANIZATIONAL ACTIVITIES IN SANT GADGE BABAAMRAVATI UNIVERSITY AREA :** Friends, I am pleased to report this august body regarding organizational activities of Sant Gadge Baba Amravati University area. Dr. Pravin Raghuvanshi, Joint Secretary of NUTA sought the appointment of Joint Director (H.E.) Amravati Region to discuss the pending problems of the Lecturers in Amravati University area, Accordingly, the delegation consisting of Dr. P. Raghuvanshi, Prof. Subhash Gavai, Prof. D. Gudadhe, Dr. M.R.Kherde, Dr. V. Bhangadia and Prof. V.R.Thakre met the Joint Director on 23.3.2007 and discussed the problems relating to regular payment of salary, cases of G.P.F. loan, payment of arrears of placement and pending cases of placement. The Joint Director of the region responded positively and the issues were streamlined and orders were issued to the concerned authorities to resolve the problems. We congratulate our NUTA activists of Amravati region for having taken initiative to resolve the pending problems of the Lecturers working in Amravati University areas.

**(10) TASKS AHEAD :** Friends, It is true that some of our demands have been met by the struggle of NUTA under the able leadership of the MFUCTO. However, some of the old issues have remained to be resolved and in the meantime new issues have been thrown up which the teachers have to face such as contractual appointments, commodification of education, starting of self financing courses and institutions and exploitation of teachers and non-teaching staff working in the said system. You are aware that the NUTA is committed to take up the problems of every section of the teaching community irrespective of their number and strength in the organization. NUTA Executive Committee is aware that it will have big tasks ahead viz'

a) Oppose the move of the Central Government towards privatization of Pension and Gratuity,

b) Fight for implementation of the UGC leave package,

c) Justice to NET/SET affected teachers;

d) Compelling government to withdraw orders on contractual appointments,

e) Release of pension to teachers on the date of their retirement.

f) The discrimination caused by the government regarding the date of implementation of fifth pay commission pay scales to the teachers of unaided engineering colleges has also not been done away with. It would be an important task for us to see that justice is done to them;

g) To take up the problems of Social Work Colleges in Maharashtra,

h) To take up the problems of Ayurved college teachers in Maharashtra.

i) Enactment of suitable legislation for providing penalties for non-compliance of the Grievance committee recommenda-

tions.

j) Ambani-Birla report alongwith report on National Knowledge Commission has posed a serious challenge before the field of education in general and higher education in particular. It will have to be fought tooth and nail in the years to come.

**(11) MEMBERSHIP OF NUTA :** The NUTA membership has reached upto 5194 at the end of year. This year the increase in membership is 30.

(a) I am glad to inform you that NUTA Bulletin has completed 32nd year of its purposeful existence. This year we have circulated 164 pages of NUTA bulletin. In the reporting year, We have published special bulletin on 'असामान्य गुणवत्तेचे निम्न पेढी प्रकल्प' The issue contains write up of Prof. B.T.Deshmukh highlighting the status of Water Backlog in Vidarbha. If you go through the NUTA bulletin from first to the last page, you will find that NUTA Executive has tried to give up-to-date information to all its members about their problems and how the NUTA Executive particularly its President Prof. B.T. Deshmukh has focussed them at Maharashtra Govt. level through the Legislative Council.

(b) I am thankful to the press and their representatives both from Nagpur and Amravati areas, for wide coverage of the activities of the Association. This report shall not be complete unless I acknowledge the active cooperation and support of all the members of NUTA and also from non-members i.e. University, College and Junior College Teachers in the activities of the Association and response given by them to the various calls given by NUTA from time to time.

Dr. E.H. KATHALE  
SECRETARY, NUTA  
(P. 44-47 of 2008 NB)

## 2008

Dear Friends,

(1) It gives me great pleasure to accord you all a cordial welcome on behalf of the Executive Committee of NUTA and on my own behalf. It is indeed a proud privilege for me to place before this august body a brief account of our activities and achievements during the year 2008.

(2) Right from its inception, NUTA has been committed to the cause of the welfare of the teaching community. In keeping with this commitment, the organization took up several issues concerning teachers during the period of this report.

(3) During the current reporting year, the organization achieved success in getting a few of our demands fulfilled by the Government. The President of the organization, Prof. B.T. Deshmukh followed up the issues in the Legislative Council with his usual perseverance. The important Govt orders issued during the period include G.R.dated 16th May, 2008 regarding enhancement of Dearness Allowance w.e.f. 1st Jan, 2008 to the State Government employees and all other eligible employees, G.R. dated 16th May, 2008 regarding Dearness Relief of pension/family pension, Government order dated 14th Aug, 2008 regarding stagnation increment, G.R. dated 6th Oct, 2008 regarding payment of pre-revised advance resulting on account of central VIth pay commission to the State Government employees and all other eligible employees, G.R. dated 15th Oct, 2008 regarding release of increased D.A. w.e.f. 1st July, 2008, G.R. dated 16th Oct, 2008 regarding Dearness Relief on pension/family pension and G.R. dated 27th Oct, 2008 regarding payment of pre-revised pay advance to the pensioners and family pensioners. As you know, organizational pressures built up by MFUCTO and NUTA alongwith different organizations in the field was mainly instrumental in moving the Government.

(4) Prof. B.T. Deshmukh, President, NUTA and his associates in the legislative Council with their parliamentary skills and perseverance succeeded in getting the positive assurances from the minister of the concerned departments on important issues like, timely placement of lecturers into senior Grade and selection Grade in the State of Maharashtra at Joint Director's level, regarding sanction of increased Dearness Allowance w.e.f. 1st July, 2007, Payment of salary and arrears of pay to the hundreds of teachers working in 50 Junior colleges in Amravati district. De-reservation of Lecturers' post of colleges in Amravati University area and payment of salaries including all other benefits w.e.f. their date of appointment etc.

**(5) ELECTION TO THE EXECUTIVE COMMITTEE OF MFUCTO :-** The General Council of MFUCTO which met at Mumbai on 21st Dec, 2008, elected new Executive Committee for the period 2008-2010. I am glad to inform that the following members of NUTA Executive Committee were elected to MFUCTO Executive.

- a) Dr. E.H. Kathale, General Secretary
- b) Prin. S.T. Sangale, Amravati Vice-President
- c) Prin.Dr. Prakash Hiwarkar, Nagpur Vice-President
- d) Dr. Pravin Raghuvanshi, Joint Secretary
- e) Prof. B.T. Deshmukh, Executive Committee Member
- f) Prof. Subhash Gawai, Executive Committee Member
- g) Dr. Anil Somwanshi, Executive Committee Member
- h) Dr. Sunil Hajare, -do-
- i) Prof. Vilas Dhone, -do-
- j) Prof. Anil Dhage, -do-

On behalf of all of you, I congratulate all these elected representatives.

**(6) TALUKA UNIT ELECTIONS OF NUTA :-** The programme of Taluka Units of NUTA elections was announced and notice to that effect was issued on page No. 129 of 2008 NUTA Bulletin. I am happy to inform you that this process of electing office bearers and members of Taluka Units was completed in a democratic and peaceful manner. I, on behalf of NUTA Executive and all of you, congratulate newly elected office bearers and members and wish them successful tenure.

**(7) CONGRATULATIONS TO SHRI VASANTRAO KHOTRE :-** Friends, I am glad to inform the House that Shri Vasantryao Khotre, President of the Vidarbha Madhyamik Shikshak Sangh has been elected for the 2nd consecutive term to the Legislative Council of Maharashtra from Amravati division teachers' constituency with convincing margin with the support from NUTA and other like minded organizations, such as Vidarbha Junior College Teachers' Association and ITI Nideshak Sanghatana. Significant development that took place during this period was the formation of Sukanu Samiti. Friends, you are aware that NUTA had declared its support to the candidature of Shri Vasantryao Khotre, accordingly, district wise meetings of teachers were organized in Amravati region to appeal to the teachers to vote in favour of Shri Khotre. These meetings were jointly addressed by Prof. B.T. Deshmukh, President of NUTA, Shri Vasantryao Khotre and other leaders and office bearers of the organizations forming part of the Sukanu Samiti. I congratulate Shri Vasantryao Khotre on behalf of all of you and on my own behalf for the historic victory and I wish him successful tenure.

**(8) PARTICIPATION IN ACTION PROGRAMME :** The members of NUTA participated in various action programmes in response to the call given by AIFUCTO and MFUCTO from time to time to press for the solutions to pending problems of the teaching community.

Friends, you are aware that AIFUCTO had decided to observe 24th Sept, 2008 as Protest Day, protesting against failure of VIth U.G.C. Pay Review Committee to submit its recommendations to the Central Government on time and the call was given to all the teachers in the Universities and Colleges across the country to hold demonstrations in their respective institutions and attend to their classes wearing protest badges. I am pleased to inform this august body that this agitational programme was successfully implemented in both the University areas under the able leadership of NUTA.

**(9) PROBLEM OF NET/SET AFFECTED TEACHERS :** 9.1. Friends, I would like to bring to your notice that NUTA and MFUCTO have maintained consistently that NET/SET was never inducted as a mandatory entry point qualification condition for teachers in Maharashtra, during 1991-1999 period. Non-NET/SET teachers who numbered more than 6000, came to be appointed during the period from 19th September 1991 when the original UGC Notification on NET was issued till December 1999 and/or 4th April 2000 when the lawful Notification on qualifications was issued. Therefore, treating the 6000 Non-SET teachers as 'non-qualified' teachers would not be legal, just and proper. In fact, all those teachers who were appointed on or after 19th September 1991 till December 1999 or 4/4/2000 when the new UGC Notification was issued, should be com-

pletely cleared from the applicability of the NET/SET qualification condition. Many of these teachers have completed as many as 11 to 16 years service and are denied Placement benefits in the Senior Scale and Selection Grade.

9.2. Friends, you are aware that number of petitions and/or contempt petitions have been filed by MFUCTO and NUTA in the High Court of Judicature at Bombay and Nagpur Bench, Nagpur against the Chairman, UGC, Union Govt. of India ( H.R.D. Ministry ), Secretary of U.G.C., for the contempt having been committed by them of the two Hon'ble Division Bench judgment through acts of omissions and commissions. The details of all these happenings have been already brought to your notice through annual reports of 2007. ( NUTA Bulletin-2008, page No. 44). In view of this development, UGC began to hasten its proposal for clearance of pending cases with the U.G.C. submitted by the Universities in Maharashtra.

#### **(10) RECENT DEVELOPMENTS RELATED TO NET/SET**

**:-** Friends, the organization had assured you that NUTA and MFUCTO had been carefully watching the situation and would see that interests of non NET-SET teachers are fully protected.

10.1. In the mean time, MFUCTO made detailed presentation to the pay review committee appointed by UGC when the Committee met in Pune on 6th June, 2008. Prof. B.T. Deshmukh, MLC and President of NUTA also made submissions in his personal appearance before pay review committee on 5th June, 2008. (NUTA bulletin of 2008 on page 83-84). Injustice done to the non NET/SET teachers appointed between 19-9-91 to 31-12-1999 came to be highlighted. The Pay Review Committee was shocked by the injustice to such a large section of teachers in Maharashtra and gave assurance to the organization that the matter would be presented to UGC through proper recommendations.

10.2. Friends, I am glad to inform this august body that the stand taken by NUTA and MFUCTO with respect to non NET/SET appointed teachers has been accepted by UGC's Standing Committee for exemption/relaxation in its meeting held on 3rd and 4th Sept, 2008. U.G.C. accepted these recommendations of exemption and relaxation in its meeting held on 7th and 8th Oct, 2008 and adopted a policy decision of granting total exemption to NET/SET affected teachers and communicated the said decision to the Registrar, Nagpur University with respect to 837 NET/SET affected teachers vide its letter dated 5th Nov, 2008.

10.3. One of the important criterion decided by UGC's Standing Committee for exemption/relaxation reads as follows:-

“ With regard to the candidates who had not cleared the NET/SLET at the time of selection or appointment and were otherwise found qualified and appointed against existing vacancies on the recommendation of the Selection Committee but were not appointed on a regular basis for lack of NET/SLET clearance and due to non approval from the concerned authorities, the Committee was of the opinion that if the said appointees have been in continuous service for a period of five years, they will be recommended for exemption from NET/SLET. **The Committee further finds that such appointments at the initial stage were only irregular, in the sense, that it is not illegal though the other requirements for regular appointment such as qualifications, selection procedure and existence of vacant posts etc. were duly met and therefore could be regularized. The Committee feels that their appointment was necessitated due to non availability of NET/SLET qualified candidates and their five years service is considered to be sufficient for regularizing their services.**”

10.4. One of the important decisions taken by UGC reads as follows:-

“The Commission was of the view that since no NET qualified/NET exempted candidate was available at the time of interview and had continued service of 5 or more years, the NET/SLET qualification is relaxed in respect of the following candidates for appointment as Lecturers with the following conditions:-

(a) That the recommended exempted candidates should have been selected by duly constituted selection committee.

(b) Constitutional provision of reservation for SC/ST etc. are followed in these selections.”

10.5. Friends, while disposing off Writ Petition Nos. 4266/06, 5037/08, 4486/07, 4386/07, 4500/07 and 462/08, the Nagpur Bench of Bombay High Court delivered important judgment on 27th Nov, 2008. Important relevant para of the above judgment reads as follows:-

“ So far as the lecturers, who were in service from 1991 onwards, the issue of exemption to them is claimed to be covered by the orders passed by the UGC on 5-11-2008 based on the Commission's decision in its meeting dated 7th and 8th Oct, 2008. If any of the petitioners are governed by this communication dated 5.11.2008 addressed by the UGC to the Registrar of the University concerned, **undoubtedly, their proposals will have to be considered and approved, as per the said decision of UGC and also the decision of the Government of India, if any, subsequently taken and applicable to the teacher appointed between the years 1991 to 2006.**”

10.6. Friends, Prof. B. T. Deshmukh, President of NUTA and M.L.C. had submitted calling attention motion in the Nagpur Assembly Session on the policy decision taken by U.G.C. regarding non NET/SET appointed teachers from 1991 to 1999. In reply to the call attention motion moved by Prof. B. T. Deshmukh, Hon'ble Minister of Higher & Technical Education had assured the House on 17th Dec, 2008, that necessary G.R. would be issued for implementing recommendations of UGC with respect to NET/SET affected teachers before Nagpur Assembly Session ends and the time bound programme was also assured regarding inviting proposals by the University of similarly placed non NET/SET teachers and implementation of Career Advancement Scheme. I would like to bring to your notice that necessary G.R. as assured by Hon'ble Minister of Higher & Technical Education has not been issued so far. MFUCTO has condemned non action on the part of the government to issue orders before the end of Nagpur Legislative Assembly session, in spite of assurance given by the Minister on the floor of the House.

10.7. Friends, no doubt, NET/SET issue has been a long standing problem for about 10,000 teachers in Maharashtra, which is about 30% of the teaching community in the Universities and colleges. The problem appears to be reaching the point of settlement. UGC having granted 'exemption' to such teachers who have completed 5 years of service, the situation is expected to change for better. NUTA, under the Leadership of MFUCTO will definitely build up pressure for issuance of G.R. at the earliest as assured by Minister of Higher Education on the floor of the Legislature.

10.8. Organisation hopes that the process will end successfully soon and the placement benefits in the senior scale and selection grade will also be given to all such teachers by counting their entire service. However, non NET/SET teachers appointed from 1991 to 2006 should see that their proposals are sent to UGC ( if not already submitted ) through Universities for relaxation/exemption in the light of the policy decision taken by UGC, High Court judgment delivered on 27th Nov, 2008 and the resolution adopted by MFUCTO on 21st Dec, 2008

#### **(11) IMPLEMENTATION OF REVISED PAY SCALES IN MAHARASHTRA TO THE UNIVERSITY AND COLLEGE TEACHERS.**

11.1. Friends, you are aware that UGC had constituted a Pay Review Committee under the Chairmanship of Prof. G.K. Chaddha on 6th Sept, 2007. The Committee submitted its report to UGC on 3rd Oct, 2008 and the UGC furnished its recommendations on 10th Oct, 2008. You are also aware that on 16th Dec, 2008, Minister of State ( H.R.D. ) made a statement in Lok Sabha regarding Revision of pay scales of teachers in Universities and Colleges. You are also aware that Govt. of India, Ministry of H.R.D. of Higher Education issued G.R. on 31st Dec, 2008 regarding the “Scheme of revision of pay to teachers and equivalent cadres in Universities and Colleges following the recommendations of pay scales of Central Govt. employees on the recommendations of VIth Central Pay Commission.”

11.2. Friends, MFUCTO immediately wrote to the Minister of Higher Education, Maharashtra State vide its communication dated 20th Dec, 2008 for immediate implementation of these revised scales of pay to the University and college teachers in the State of Maharashtra. The issue was also raised by Prof. B .T. Deshmukh, MLC and President of NUTA in the Legislative Council on 29th Dec, 2008. Shri Rajesh Tope, Hon'ble Minister of Higher Education in his statement on the floor of the House had assured that the proposal for implementing these revised scales of pay to University and College Teachers would be placed before the Cabinet simultaneously along with the proposal of revision of pay scales of State Govt. employees. Here again following are the words of the Hon'ble State Minister assuring the House “**त्या समितीचा रिपोर्ट अजून एच.आर.डी. मंत्रालयाला सादर झालेला नाही. त्यांचा रिपोर्ट आल्यानंतर एच.आर.डी. मंत्रालय आणि**



यु.जी.सी. जे आदेश काढील त्याचे महाराष्ट्र शासन पालन करील. वेतन आयोगाच्या ज्या शिफारशी आहेत त्याबाबत सर्व अधिकारी आणि कर्मचाऱ्यांबाबत ज्यावेळी महाराष्ट्र शासन निर्णय घेईल त्यावेळी शिक्षक आणि उच्च शिक्षण विभागातील जे कर्मचारी आहेत यांचेही त्यांच्याबरोबर करून घेऊ.”

11.3. I would like to bring to the notice of the house that Hakim Committee Report (unformulated) was submitted to the Govt. on 20th December 2008 and after that entire process was completed and the Govt. Resolution was issued on 27th of February 2009. In respect of the "Scheme of revision of pay of teachers and equivalent cadres in universities and colleges following the revision of pay scales of Central Government employees on the recommendations of the Sixth Central Pay Commission." detailed (formulated) resolution was issued (No.1-32/2006-U.II/U.I(i)New Delhi,) by Govt. of India on 31st December 2008.

11.4. On the same date (31.12.2008) it was also communicated by the Govt. of India to the Chief Secretaries of all the States that "**Copies of the said communication were endorsed, among others, to Chief Secretaries of State Governments with clear advice in regard to what the State Governments are expected to do in order to be eligible for Central assistance..... The UGC has, in the meantime, approached MHRD for guidance for preparation of fitment tables for various categories of incumbents.**"

11.5. University Grants Commission also communicated to the Secretary of the Education Department in February as follows :-

"The commission has received orders from the Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi vide letter No. 1-32/2006-U.II/U.(i) and 1-32/2006-U.II/U.(ii) dated 31st December, 2008 on the above subject and to say that the State Government may take action to adopt the above Government of India scheme for State Universities and Colleges and payment of pay scales, enhancement of retirement age and release of 40% of the arrears during the current financial year in accordance with these provisions. The Commission is in the process of finalizing Regulations in Consultation with the stakeholders."

11.6. UGC further Communicated by the said February letter to the State Govt. that "The fitment tables for fixation of salary is likely to be received from the Central Government shortly which will be circulated to all State Governments and Universities and will also be placed on UGC website. The payment may be made taking an undertaking from every beneficiary under the scheme to the effect that any excess payment made on account of incorrect fixation of pay in the pay band or Academic Grade Pay shall be adjusted against the future payments due.... The State Governments may initiate immediate action so that the implementation of this scheme may be in a time bound manner."

Friends, we have to keep ourselves ready for the agitation as would be decided by MFUCTO and/or NUTA regarding implementation of UGC pay scales announced by Central Government to the teachers working in Universities and colleges in the State of Maharashtra.

**(12) LANDMARK JUDGEMENT DELIVERED BY HON'BLE BOMBAY HIGH COURT IN WRIT PETITION NO. 5872/2003 :** 12.1. Friends, you are aware that Hon'ble Bombay High Court has delivered landmark judgement on 6th May, 2008 with respect to Writ Petition No. 5872 of 2003. This judgement of Bombay High Court has given greatest relief to the backward regions of Vidarbha and Marathwada where mounting backlog exists. Important relevant para of High Court judgement reads as follows:-

"Under Article 371, there is a special responsibility imposed on the Governor to ensure that there is no backwardness in Vidarbha and Marathwada region and the same was constitutional obligation imposed on the Governor, which cannot be frustrated. Governor is fully empowered to make necessary allocation of funds to improve the backward areas like Marathwada and Vidarbha. The directives of the Governor are binding on the State."

12.2. Friends, NUTA has decided to bring out and publish Special Bulletin on the landmark judgement delivered by Hon'ble High Court. I am glad to inform this august body that the contribution of our President Prof. B.T. Deshmukh, as one of the petitioners in this petition is praiseworthy. I also admire him for his continuous untiring efforts for removal of backlog of Vidarbha on the floor of the House as MLC. I also express my

gratitude to all office bearers of the Society for backlog removal and development, Amravati for their valuable participation towards this cause.

**(13) ORGANISATIONAL ACTIVITIES IN SANT GADGE BABA AMRAVATI UNIVERSITY AREA :** Friends, I am pleased to report this august body regarding organizational activities of Sant Gadge Baba Amravati University area. Dr. Pravin Raghuvanshi, Joint Secretary of NUTA. sought the appointment of Joint Director ( H.E. ), Amravati Region to discuss the pending problems of the Lecturers in Amravati University area. Accordingly, the delegation consisting of Dr. P. Raghuvanshi, Dr. Subhash Gavai, Prof. D. Gudadhe, Dr. V. Bhangadia and Dr. H.S. Lunge met the Joint Director on 23-4-2008 and discussed the problems relating to regular payment of salary, cases of G.P.F. loan, payment of arrears of placement, complaints regarding payments of arrears of Feeder Cadre and pending cases of placement. The Joint Director of the region responded orders were issued to the concerned authorities to resolve the problems. We congratulate our NUTA. activists of Amravati region for having taken initiative to resolve the pending problems of the Lecturers working in Amravati University area.

**(14) TASKS AHEAD :** Friends, It is true that some of our demands have been met by the struggle of NUTA under able leadership of the MFUCTO. However, some of the old issues have remained to be resolved and in the meantime new issues have been thrown up which the teachers have to face such as contractual appointments, commodification of education, starting of self financing courses and institutions and exploitation of teachers and non-teaching staff working in the said system. You are aware that the NUTA is committed to taking up the problems of every section of the teaching community irrespective of their number and strength in the organization. NUTA Executive Committee is aware that it will have big tasks ahead viz

- a) Compelling Government to issue G.R. regarding UGC Pay Scales to be implemented with effect from 1-1-2006
- b) Oppose the move of the Central Government towards privatization of Pension and Gratuity,
- c) Fight for implementation of the UGC leave package
- d) Justice to NET/SET affected teachers;
- e) Compelling government to withdraw orders on contractual appointments,
- f) Release of pension to teachers on the date of their retirement.
- g) The discrimination caused by the government regarding the date of implementation of fifth pay commission pay scales to the teachers of unaided engineering colleges has also not been done away with. It would be an important task for us to see that justice is done to them;
- h) To take up the problems of Social Work Colleges in Maharashtra;
- i) To take up the problems of Ayurved College teachers in Maharashtra.
- j) Enactment of suitable legislation for providing penalties for non-compliance of the Grievance committee recommendations.
- k) Ambani-Birla report alongwith report on National Knowledge Commission has posed a serious challenge before the field of education in general and Higher Education in particular. It will have to be fought tooth and nail in the years to come.
- l) Making SET examination more transparent including unambiguous minimum percentage of mark.
- m) Ensure that all the benefits which teachers are given under the central orders are extended to Librarians and Directors of Physical Education.

**(15) MEMBERSHIP OF NUTA :** The NUTA Membership has reached upto 5200 at the end of year. This year, the increase in membership is 06

I am glad to inform you that NUTA Bulletin has completed 33rd year of its purposeful existence. This year we have circulated 172 pages of NUTA bulletin. If you go through the NUTA bulletin from first to the last page, you will find that NUTA Executive has tried to give up-to-date information to all its members about their problems and how the NUTA Executive particularly its President Prof. B.T. Deshmukh has focussed them at Maharashtra Govt. level through the Legislative Council.

I am thankful to the media and their representative both from Nagpur and Amravati area for the coverage of the various events, programmes and the press releases issued from time to time. This report shall not be complete unless I acknowledge the active cooperation and support of all the members of NUTA and also from non-members i.e. University, College and Junior College Teachers in the activities of the Association and response given by them to the various calls given by NUTA from time to time.

Dr. E.H. KATHALE  
SECRETARY, NUTA  
(P. 44-49 of 2009 NB)

## 2009

Dear Friends,

(1) It gives me great pleasure to accord you all a cordial welcome on behalf of the Executive Committee of NUTA and on my own behalf. It is indeed a proud privilege for me to place before this august body a brief account of our activities and achievements during the year 2009.

(2) Right from its inception, NUTA has been committed to the cause of the welfare of the teaching community. In keeping with this commitment, the organization took up several issues concerning teachers during the period of this report.

(3) During the current reporting year, the organization achieved success in getting few of our demands fulfilled by the Government. The President of the organization, Prof. B. T. Deshmukh followed up the issues in the Legislative Council with his usual perseverance. The important Govt. orders issued during the period include Govt. order dated 23rd December, 2008 regarding simultaneous implementation of increased DA to approved teaching and non-teaching staff working in aided schools, G.R. dated 12th August, 2009 regarding Revision of Pay Scales of teachers and equivalent cadres in Higher Education as per UGC Scheme (6th Pay Commission) Universities/Affiliated Colleges/Govt. Colleges/Institutions of science etc. G.R. dated 21st August, 2009 regarding implementation of increased amount of gratuity, G.R. dated 24th August, 2009 regarding payment of House Rent Allowance as per revised rates, G.R. dated 7th Oct. 2009 regarding Dearness Relief on Pension/Family Pension, G.R. dated 7th May, 2009 regarding Dearness Relief on Pension / Family Pension., G.R. dated 2nd May, 2009 and 5th Oct. 2009 regarding implementation of increased D.A. w.e.f. 1st January, 2009 and 1st July, 2009 respectively and G.R. dated 19th Nov. 2009 corrigendum to G.R. dated 12th August, 2009.

(4) Prof. B. T. Deshmukh, President, NUTA and his associates in the Legislative Council with their parliamentary skills and perseverance succeeded in getting the positive assurances from the minister of the concerned departments on important issues like timely placement of lecturers into Senior Grade and Selection Grade in the State of Maharashtra at Joint Director's level, implementation of revised U.G.C. Pay Scales to the University and College teachers in Maharashtra w.e.f. 1-1-2006, granting exemption to Net/Set affected teachers, payment of arrears to the lecturers working in Amravati University area on account of placement in Selection Grade, Medical reimbursement etc. and taking action against the officers who have acted against the cabinet decision and provisions of G.R. dated 12th August, 2009 regarding revised scales of pay.

(5) **COLLEGE UNIT ELECTION** : Programme of college units election in all districts was announced and notice to that effect was issued on page No. 31 of 2009 NUTA Bulletin. I am happy to inform you that this process of electing office bearers and members of college units was completed in a democratic and peaceful manner. I, on behalf of NUTA Executive and all of you, congratulate newly elected office bearers and members and wish them successful tenure.

(6) **PARTICIPATION IN ACTION PROGRAMME** : The members of NUTA participated in various action programmes in response to the call given by AIFUCTO and MFUCTO from time to time to press for the solutions to pending problems of the teaching community.

Friends, you are aware that AIFUCTO had decided to hold massive demonstrations at all the state capitals on 29-1-2009 and at Delhi on 23-2-2009 for the implementation of UGC pay scales through out the country with immediate effect and AIFUCTO Charter of Demands. MFUCTO and NUTA, therefore, had appealed to the University and college Teachers of

Maharashtra to participate in large number in Massive Demonstrations on 28th January, 2009 at Mumbai and Dharna and March to Parliament at Delhi on 23rd Feb. 2009. MFUCTO had also given a call to the university and college Teachers of Maharashtra to participate in large number in Protest Demonstrations at Azad Maidan in Mumbai on 9th February, 2009 for implementation of new scales of pay for university and college teachers in Maharashtra, to give justice to the NET/SET affected teachers and Charter of Demands of the MFUCTO. I am pleased to inform this august body that these agitational programmes were successfully implemented in both the University areas under the able leadership of NUTA.

(7) **PROBLEM OF NET/SET AFFECTED TEACHERS** : 7.1 Friends, in my last annual report of 2008, I had mentioned the then recent development related to NET/SET affected teachers. You are aware that because of organization's pressure the UGC was compelled to come out with policy decision regarding NET/SET affected teachers vide its communication dated 5th November, 2008. One of the policy decisions taken by UGC reads as follows. "The Commission was of the view that since no NET qualified/NET exempted candidate was available at the time of interview and had continued service of 5 or more years, the NET/SET qualification is relaxed in respect of the following candidates for appointment as Lecturers with the following conditions :

a) That the recommended exempted candidates should have been selected by duly constituted selection committee.

b) Constitutional provision of reservation for SC/ST etc. are followed in these selections."

7.2 The issue of non NET/SET teachers appointed lawfully during the period 19th Sept. 1991 till December, 1999 and/or 4th April, 2000 was raised from time to time by Prof. B. T. Deshmukh in Legislative council through various parliamentary devices and the assurances given by the Minister of H.E. were in positive terms. However, the assurances given by the Minister were not materialized into positive action and, therefore, the organisation had to take up this issue on priority basis in the movement resolution adopted by MFUCTO on 19th April, 2009.

7.3 Friends, you are aware that the bureaucrats working in the department of Higher education including Principal Secretary acted against the interest of these NET/SET affected teachers and misled the situation during agitation period. They were not prepared to give any benefit of UGC's sixth pay scales treating them as unlawfully appointed. However, the negotiating team of MFUCTO succeeded in convincing the Chief Minister and the Minister of Higher Education that all these teachers are lawfully appointed and they are entitled for 6th Pay Scales. Ultimately it was agreed that all these teachers would be placed in bottom scales and committee would be constituted to pursue and speed up the matter of seeking exemption from their date appointments at UGC level, so that all these teachers would be properly fixed in revised scale by counting their total service. Friends, I would like to inform this August body that committee consisting of four members has been constituted recently wherein the MFUCTO has already nominated Prof. B. T. Deshmukh and Prof. C. R. Sadashivan as our representatives.

Friends, I am confident that the process will end successfully soon and all these NET/SET affected teachers will get their placement benefit in the senior scale and selection grade including proper fixation in the revised scales of pay by counting their entire service.

(8) **IMPLEMENTATION OF REVISED PAY SCALES IN MAHARASHTRA TO THE UNIVERSITY AND COLLEGE TEACHERS** : 8.1) Friends, you are all aware that Prof. B. T. Deshmukh, MLC & President of NUTA had raised the issue in Legislative council on 29th Dec. 2008 regarding implementation of UGC's revised pay scales to the teachers working in universities/colleges in the State of Maharashtra. Shri Rajesh Tope, Hon'ble Minister of Higher Education had assured that the proposal for implementing these revised scales of pay to University and College Teachers would be placed before the cabinet simultaneously along with the proposal of revision of pay scales of state Govt. employees. However nothing could be materialised in positive sense as per assurance. You are also aware that MFUCTO made all efforts to avoid the confrontation with the Govt. Considering the apathetic attitude of the bureaucrats against the teachers, the MFUCTO had to decide in its meeting held on 19th April, 2009 agitational programme including indefinite cease work to be commenced from 14th July, 2009. Notice of agitational programme was given to the Minister of Higher Edu-

cation. Further notice of these programmes was given on 21st April, 2009 to the Minister for Higher Education and Chief Minister. Since there was no positive response from the Govt. the decision of MFUCTO to go ahead with the programme put all the affiliate units into action on a war footing. I am pleased to inform to all of you that spontaneous response of the teachers of both the university areas was indicative of the massive participation of teachers in the indefinite cease work. The intensity of the movement was realized by the government even before the indefinite cease work began which completed. Shri Rajesh Tope, Minister of Higher Education to call the Organisation for negotiation immediately i.e. on 15th July, 2009 and to continue to hold negotiations for long hours for a number of days. The chronological details right from the beginning of the agitational programme till the honorable settlement regarding our demands arrived with the government on 26th August, 2009, have been already reported to all of you through 2009 NUTA Bulletin from page no. 141 to 145.

8.2) Friends, it must be placed on record that the success of this movement is entirely due to the MFUCTO taking vital decisions democratically after long deliberation and assessing the pros and cons of such a big state-wide action. It is also due to the unity, strength and solidarity displayed by our teachers in all the universities and their affiliated colleges and the disciplined manner in which they carried on the struggle reposing full confidence in the leadership of MFUCTO. Friends, it is worth mentioning here that the guiding force and inspiration provided time to time to the MFUCTO by senior leaders like Prof. B. T. Deshmukh and others remained instrumental in the struggle. The ceaseless and untiring efforts of Prof. B. T. Deshmukh made this struggle victorious.

Though we have come out of the first stage of our struggle successfully, we ought to be careful in the process of pay fixation at both the levels i.e. University and J.D's office.

(9) Friends, in para No 7 & 8 I have discussed regarding our two important demands which were prominently highlighted in our movement resolution. I have also narrated in detail how the agitation was prolonged for a longer period due to prejudiced mind of the bureaucrats. Friends, you are aware that Prof. B. T. Deshmukh has been making all efforts through parliamentary devices, since 2001 to resolve the issue of NET/SET affected teachers who have been lawfully appointed from 19th Sept. 1991 to 4th April, 2000 and succeeded in getting the positive assurances from the Minister of Higher Education. Similar is the case with respect to our equally important demand of Revised Scales of Pay. Unfortunately none of them was translated into action, on the contrary instead of making efforts to implement these assurances given by the Minister of Higher Education, the Principal Secretary and his Junior Officers were exerting their powers to defy them by giving spurious advertisements in News papers against the spirit of assurances during the period of agitation. Infact on both these above cited issues there were 13 assurances given by the Minister of the Higher Education on the floor of the house. Prof. B. T. Deshmukh, Senior most member of Lagislative Council felt aggrieved by this attitude of the bureaucrats and thought it proper to resign as MLC. Prof. B. T. Deshmukh submitted his resignation as MLC through the Collector Amravati on 11th August, 2009 stating all these reasons.

This had definitely resulted in getting immediate positive response from the Chief Minister. The Chief Minister invited the negotiating team of MFUCTO for discussion on 15th August, 2009 because of his intervention talks were continued with the Minister of Higher Education which has ultimately resulted in Hon'ble settlement with the Govt. on 26th August 2009, Friends, we are proud of our leader, Prof. B. T. Deshmukh, who has a complete devotion and dedication for the teachers cause.

(10) **ARBITRARY AMENDMENTS TO MAHARASHTRA UNIVERSITIES ACT, 1994:** 10.1) Bureaucracy has been playing havoc with the education system in our State. They want to interfere the democratic functioning of the Universities and one of the ways in which it was attempted to do was through appointment of Vice Chancellors drawn from the bureaucracy and in the process Directors of Education and/or Joint Director of Education who had lost their link with academic world long ago were pushed up to hold such dignified academic posts. This has already damaged the system.

10.2) The present attempt is to bring about amendments in the provisions of the Maharashtra Universities Act, 1994, more particularly to the elective system which include elections to various Authorities of the Universities such as the Manage-

ment Council, Academic Council, Senate and through these bodies affect the democratic functioning of such other bodies like Standing Committee, Grievance Committee and so on. The approach is mischievous to say the least inasmuch as the present Act provides for the amendments to the Act through the Maharashtra Legislature whereas now by the use of Ordinance power of the Governor, Ordinance has been issued to enable amendment to the Act through the bureaucracy, that is in our case by the Education Secretary. To get the amendment power transferred from the Legislature to bureaucracy is dangerous. MFUCTO has expressed its total opposition to this exercise and called upon the government not to go ahead with implementation of the proposed exercise any further. NUTA under the leadership of MFUCTO may have to agitate on this issue to save whatever little democratic functioning that we have today in the University system.

(11) **TASK AHEAD:** Friends, It is true that some of our demands have been met by the struggle of NUTA under able leadership of the MFUCTO. However, some of the old issues have remained to be resolved and in the meantime new issues have been thrown up which the teachers have to face such as contractual appointments, commodification of education, starting of self financing courses and institutions and exploitation of teachers and non-teaching staff working in the said system. You are aware that the NUTA is committed to taking up the problems of every section of the teaching community irrespective of their number and strength in the organization. NUTA Executive Committee is aware that it will have big tasks ahead viz.

(a) Oppose the move the Central Government towards privatization of Pension and Gratuity.

(b) Compelling government to withdraw orders on contractual appointments.

(c) Release of Pension to teachers on the date of their retirement.

(d) To take up the problems of Engineering College teachers including the withdrawal of their arrears for 55 months from 1-1-1996 to 31-7-2000.

(e) To take up the problems of Social Work Colleges in Maharashtra:

(f) To take up the problems of Ayurved College teachers in Maharashtra.

(g) Enactment of suitable legislation for providing penalties for non-compliance of the Grievance committee recommendations.

(h) Justice to NET/SET affected teachers.

(l) Making SET examination more transparent including unambiguous minimum percentage of mark.

(j) Ensure that all the benefits which teachers are given under the central orders are extended to Librarians and Directors of Physical Education.

(12) **MEMBERSHIP OF NUTA:** The NUTA Membership has reached upto 5214 at the end of year. This year, the increase in membership is 14.

I am glad to inform you that NUTA Bulletin has completed 34th year of its purposeful existence. This year we have circulated 240 pages of NUTA bulletin. If you go through the NUTA Bulletin from first to the last page, you will find that NUTA Executive has tried to give up-to-date information to all its members about their problems and how the NUTA Executive particularly its President Prof. B. T. Deshmukh has focussed them at Maharashtra Govt. level through the Legislative Council.

I am thankful to the media and their representative both from Nagpur and Amravati area for the coverage of the various events, programmes and the press releases issued from time to time. This report shall not be complete unless I acknowledge the active cooperation and support of all the members of NUTA and also non-members i.e. University, College and Junior College Teachers in the activities of the Association and response given by them to the various calls given by NUTA from time to time.

Dr. E.H. KATHALE  
SECRETARY, NUTA

(P. 31-36 of 2010 NB)

## 2010

Dear Friends,

(1) It gives me great pleasure to accord you all a cordial

welcome on behalf of the Executive Committee of NUTA and on my own behalf. It is indeed a proud privilege for me to place before this august body a brief account of our activities and achievements during the year 2010.

(2) Right from its inception, NUTA has been committed to the cause of the welfare of the teaching community. In keeping with this commitment, the organization took up several issues concerning teachers during the period of this report.

(3) During the current reporting year, the organization achieved success in getting a few of our demands fulfilled by the Government. The important Govt. orders issued during the period include G.R. dated 5th April, 2010 regarding improvement in the rates of transport allowance, G.R. dated 22nd June 2010 regarding Dearness Relief on Pension/Family Pension, G.R. dated 22nd June, 2010 regarding increased D.A. w.e.f. 1-6-2010, G.R. dated 30th July, 2010 regarding conversion of 10% of the sanctioned posts of Associate Professors to that of Professors in Degree Colleges affiliated to Non-Agricultural universities and G.R. dated 18th March, 2010 regarding implementation of VIth Pay to the teachers working in Agricultural Universities.

(4) Prof. B. T. Deshmukh, President, NUTA and his associates in the legislative Council with their parliamentary skills and perseverance succeeded in getting the positive assurances from the minister of the concerned departments on important issues like timely placement of lecturers into senior Grade and selection Grade in the State of Maharashtra at Joint Director's level, implementation of revised U.G.C. Pay Scales to the University and College teachers in Maharashtra w.e.f. 1-1-2006, payment of arrears to the lecturers working in Amravati University area on account of placement in selection Grade, Medical re-imburement etc., taking action against the officers who have acted against the cabinet decision and provisions of G.R. dated 12th August, 2009 regarding revised scales of pay, implementation of VIth pay Commission Pay to the teachers working in unaided Engineering College and teachers working in Social work colleges under the Ministry of Social Welfare Dept., discriminatory treatment while granting aid to the Computer Science optional subject, mal-practices at J.D.'s level in Pay Fixation and delay in payment of salaries particularly with respect to the Mumbai and Amravati Region, Payment of arrears with effect from 1-1-2006 and submission of claim by Govt. of Maharashtra for 80% Central assistance, Discriminatory treatment to the lectures who retired before 1-1-2006 in revision of pension.

(5) **PARTICIPATION IN ACTION PROGRAMME:** The members of NUTA participated in various action programmes in response to the call given by AIFUCTO and MFUCTO from time to time to press for the solutions to pending problems of the teaching community.

Friends, you are aware that MFUCTO had decided to hold Dharna (March to Parliament) at New Delhi on 2<sup>nd</sup> August, 2010 on behalf of the NET/SET affected teachers in Maharashtra against the Union MHRD Minister and U.G.C. I am pleased to inform this August body that a large number of teachers from both the University areas participated in this Dharna Programme.

(6) **PROBLEM OF NET/SET AFFECTED TEACHERS:** 6.1 Friends, you are all aware that NUTA through its apex body i.e. MFUCTO has been consistently taking up the problem of non - NET/SET affected teachers since the year 1994. You are also aware that the issue of non NET/SET teachers appointed lawfully during the period 19<sup>th</sup> Sept. 1991 till December, 1999 and/or 4<sup>th</sup> April, 2000 was raised from time to time by Prof. B. T. Deshmukh, in Legislative Council through various parliamentary devices. It also remained a fact that though we have succeeded in keeping these thousands of teachers in service and ensured that they get the fifth and sixth pay recommended scales of pay, the issue of placement benefits to them by counting their entire service from the first date of their appointment is still a far cry.

6.2 What is to be done by the Government of Maharashtra?

The Ministry for Human Resources Development (MHRD) has been time and again stating that the teachers appointed between 19-1-1991 and 4-4-2000 were not required to clear NET/SET as mandatory entry point qualification condition. Hence instead of asking for exemption from the UGC, It was decided that UGC must come out with an order clearly admitting and stating that teachers appointed between 19-9-1991 and 4-4-2000 were not at all covered by proviso 2 of clause 2 of 2000 Regulations of UGC on NET/SET condition. All benefits in the form of Placements should be extended to them forthwith. In fact the

Judgment of the Hon'ble High Court of Justice Marlapalle and Justice Patil in its categorization of teachers for exemption have clearly left out the teachers appointed between 19-9-1991 and 4-4-2000. In fact the MHRD coming out clearly that NET/SET was never mandatory till June 2009, the question of claiming exemption does not at all arise.

6.3 The Government of Maharashtra is perpetrating gross injustice by keeping several thousands of Lecturers in the Universities and Degree Colleges in Maharashtra in a state of suspended animation and denying to them the placement benefits in the Senior Scale and Selection Grade that they are entitled to under the Fifth and Sixth Pay Commission recommendations. This kind of injustice is unparalleled in the history of Higher Education in Maharashtra. Under the sixth pay commission the salary difference between teachers in the bottom scale and those in the senior and selection grade has widened considerably. It is too much of an injustice to keep the non NET/SET teachers in the bottom scale without giving to them the Placement benefits. The only reason that the Government of Maharashtra has been giving for not granting the Placement benefits to such teachers is that they are ad hoc in service. However the UGC has come out clearly that even ad hoc service if it is more than one year must be counted for the purpose of granting the Placement benefits in the senior scale and selection grade. This has also been converted in to GRs by the Government in the past. Therefore there is a strong and solid ground for the MFUCTO to demand that all non NET/SET teachers should be granted Placement benefits by taking into account their entire service.

6.4 Friends, I reassure all of you that NUTA and MFUCTO have been carefully watching the situation and will see that interests of non NET/SET teachers are fully protected and thus 10000 teachers will join the ranks of other teachers in getting their placement in Senior Scale and Selection Grade including proper pay fixation of VIth pay commission by counting of their total service.

**7. HONOUR TO PROF. B. T. DESHMUKH:** Friends, I am glad to inform this august body that our President Prof. B. T. Deshmukh has been honoured with prestigious award "Jeewan Gaurav Puraskar" by Maharashtra branch of Common Wealth Parliamentary Association for his versatility and outstanding contribution in maintaining the democratic values. The award was conferred by the President of India at a programme held at Mumbai on 29th June, 2009.

Friends, it is also a matter of pride to all of us that Prof. B. T. Deshmukh has also been honoured with another prestigious award "Savitribai Fule - Fatima Shaikh Puraskar - 2010" by Shikshak Bharati for his outstanding contribution in Teachers Movement. The award was conferred on him in a well attended function organized at Panvel on 17th January 2010 at the hands of Shri Narendra Jadhav, member of Planning Commission of India.

I congratulate Prof. B. T. Deshmukh on behalf of all of you for these distinguished honours showered on him for his outstanding contribution for the society.

**8. SENATE ELECTION:** In spite of being aggrieved by the amendments to the Maharashtra Universities Act, the affiliates of the MFUCTO decided rightly to participate in the election to the various University Bodies. I am glad to inform to this august body that particularly in SGB University Amravati the candidates sponsored by NUTA have registered big victories to the senate and management council.

I congratulate all the elected candidates to the senate and other authorities of the University from both the University areas.

**9. ANTI-TEACHER ATTITUDE OF THE GOVT. OF MAHARASHTRA:** The Government has come out with GR which deals with Bio-metric System of recording attendance of teachers in the colleges. This is equally arbitrary and unwarranted. MFUCTO has already sent letter to the Minister to get the said GR withdrawn immediately and to hold discussion with the MFUCTO on the contents of the said GR. In the meantime, Government has come out with yet another GR dealing with the age of superannuation. This is because under the composite UGC scheme the age of superannuation has to be 65 years of age for all teachers. The Government of Maharashtra is committed to the people that it will implement the composite scheme in full to get 80% of the total expenditure on sixth pay commission recommended revised scale of pay from the centre. This is an amount of Rs. 1600/- crores as pointed out by the Minister to the MFUCTO on 12th July 2010. The GR in question on age of

retirement is, therefore, an attempt to get the said amount from the centre. However, we know that our government instead of implementing in full the composite scheme of the UGC is deliberately throwing dust in to the eyes of the MHRD and the UGC and also on our teachers. This is clear from the fact that while the government is required to extend the age of superannuation to 65 years, what is being done by our government is that it is extending the age of retirement to 62 years and further to 65 years by putting several conditions which in fact make the extended age of superannuation a 'mirage' or an illusion as far as teachers are concerned. This action of the State Government is shocking to say the least and will not be accepted by the teaching community. This has already created tremendous confusion to the college administration in respect of teachers who are to retire on 28<sup>th</sup> February, 2011.

**10. ELECTION TO THE LEGISLATIVE COUNCIL FROM AMRAVATI DIVISION GRADUATES CONSTITUENCY.** 10.1 Friends, In 1980 NUTA had taken a decision to nominate Prof. B. T. Deshmukh as its official candidate from Vidarbha Graduates Constituency for Legislative Council. NUTA believed that the direct participation of a teacher representative responsible to the organization would go a long way in safeguarding the interests of teachers. This view of the organization was fully vindicated with the success achieved by Prof. B. T. Deshmukh in solving the problems of the teachers and other section of the society through his outstanding performance in the council. Prof. B. T. Deshmukh has made a mark as the most noteworthy member of the Legislative council ever since he entered the House in 1980.

10.2. NUTA Executive, therefore, once again decided to declare the official candidature of Prof. B. T. Deshmukh for election to the Legislative Council from Amravati Graduates constituency, to be held on 27<sup>th</sup> November, 2010. Vidarbha Madhyamik Shikshak Sangh and Vidharbha Junior College Teachers' Association declared their support to Prof. B. T. Deshmukh. In response to NUTA'S request State Council / Committee of CPI & CPM had also declared their support to the candidature of Prof. B. T. Deshmukh. After the declaration of election result defeat of Prof. B.T.Deshmukh was a matter of public discussion within the house of which he was member for 30 years and also outside the house. I fully agree with the opinion expressed in the editorial of a leading marathi daily "Lokmat" dated 12.12.2010. The editorial states. :-

“वी.टी. बाबतची अशीच हळहळ साऱ्या विदर्भात नव्हे तर महाराष्ट्रातील जनतेतही आहे... त्यांचा पराभव त्यांना काही शिकवणारा नाही, तो समाजालाच आत्मपरीक्षण करायला लावणारा व त्याला धडा शिकविणारा आहे.”

**11. TASK AHEAD :** Friends, It is true that some of our demands have been met by the struggle of NUTA under able leadership of the MFUCTO. However, some of the old issues have remained to be resolved and in the meantime new issues have been thrown up which the teachers have to face such as contractual appointments, commodification of education, starting of self financing courses and institutions and exploitation of teachers and non-teaching staff working in the said system. You are aware that the NUTA is committed to taking up the problems of every section of the teaching community irrespective of their number and strength in the organization. NUTA Executive Committee is aware that it will have big tasks ahead viz.

(a) Justice to NET/SET affected teachers.

(b) Compelling Government to withdraw orders on contractual appointments.

(c) Release of Pension to teachers on the date of their retirement.

(d) Fight for the implementation of Pay Review Committee recommendations for teachers in the Technology faculty with effect from 1-1-2006 with full arrears.

(e) To take up the problems of Engineering College Teachers including the withdrawal of their arrears for 55 months from 1-1-1996 to 31-7-2000.

(f) To take up the problems of Social Work Colleges in Maharashtra including granting of Pension to be brought into existence.

(g) Fight against anti-teachers attitude of the State Government.

(h) Enactment of suitable legislation for providing penalties for non-compliance of the Grievance committee recommendations.

(i) Oppose the move of the Central Government towards Privatization of Pension and Gratuity and extend old triple benefit scheme to those appointed after 1-1-2004 as recommended by U.G.C.

(j) Making SET examination more transparent including unambiguous minimum percentage of mark.

(k) Ensure that all the benefits which teachers are given under the central orders are extended to Librarians and Directors of Physical Education.

**12. MEMBERSHIP OF NUTA :** The NUTA Membership has reached upto 5276 at the end of year. This year, the increase in membership is 62.

I am glad to inform you that NUTA Bulletin has completed 35th year of its purposeful existence. This year we have circulated 156 pages of NUTA bulletin. If you go through the NUTA bulletin from first to the last page, you will find that NUTA Executive has tried to give up-to-date information to all its members about their problems and how the NUTA Executive particularly its President Prof. B. T. Deshmukh has focussed them at Maharashtra Govt. level through the Legislative Council.

I am thankful to the media and their representative both from Nagpur and Amravati area for the coverage of the various events, programmes and the press releases issued from time to time. This report shall not be complete unless I acknowledge the active cooperation and support of all the members of NUTA and also non-members i.e. University, College and Junior College Teachers in the activities of the Association and response given by them to the various calls given by NUTA from time to time.

Dr. E.H. KATHALE  
SECRETARY, NUTA  
(P. 36-40 of 2011 NB)

## 2011

Dear Friends,

(1) It gives me immense pleasure to extend very warm welcome to you on behalf of the Executive Committee of NUTA and my own behalf. It is indeed a proud privilege for me to place before this august body a brief account of our activities and achievements during the year 2011.

(2) Right from its inception, NUTA has been committed to the cause of welfare of the teaching community. In keeping with this commitment, the Association took up several issues concerning teaching community during the period of this report.

(3) During the present reporting year, the Association was successful in getting a few of our demands fulfilled and getting the Government orders issued. The important Govt. orders issued during the period include G. R. dated 22 September, 2011 implementing sixth pay revision for the teachers in colleges of social Work, G. R. dated 24 November, 2011 implementing the Sixth pay revision for the teachers of 8 aided colleges of Physical Education in the state. In the first place, the GRs were issued with a delay of 25-26 months and although the pay revision has been made effective from 1<sup>st</sup> January, 2006, the G. R. for social work teachers mentions that the arrears from 1-1-2006 to 31-3-2010 would be paid only if the Govt. received 80% assistance from the Central Government, otherwise it would be effective from 1-4-2010. In case of Physical Education college teachers, the payment of arrears for the period 1-1-2006 to 31-3-2011 has been completely denied. Both these G. Rs. are inconsistent with the understanding arrived at with MFUCTO in the presence of the Chief Secretary of the State on 26<sup>th</sup> of August, 2009. This is a gross injustice and discrimination which will have to be fought tooth and nail in the days to come.

(4) **PARTICIPATION IN ACTION PROGRAMME :** The members of NUTA participated in various action programmes in response to the call given by AIFUCTO and MFUCTO from time to time to press for solutions to the pending problems of the teaching community. MFUCTO held 'DHARNA' at New Delhi for three consecutive days from 3<sup>rd</sup> to 5<sup>th</sup> of March 2011 to protest against the policy of the UGC of not taking decision on the issue of NET-SET affected teachers in Maharashtra duly appointed between 19 September, 1991 and 3 April, 2000. The AIFUCTO had given a call to teachers all over the country to assemble at New Delhi during the monsoon session of Parliament on 26<sup>th</sup> August, 2011 for a Dharna and a March to Parliament demanding (a) Withdrawal of the PFRDA Bill (b) Immedi-

ate disbursement of the central share for the implementation of the UGC scales of pay to the state governments (c) Implementation of the UGC Ph. D. Regulations prospectively and not retrospectively (d) Amendment to the UGC Regulations on Pay revision as per the suggestions made by the AIFUCTO (e) Withdrawal of the neo-liberal reforms in education. Coinciding with this action, MFUCTO had given a call to stage Dharna in New Delhi on 25<sup>th</sup> August, 2011 to lodge protest against the UGC not taking decision on the NET-SET affected teachers in Maharashtra. I am happy to inform this august body that a large number of teachers from both the university areas participated in these action programmes.

**(5) NET-SET ISSUE :** Friends, You are all aware that NUTA through MFUCTO has been consistently addressing the issue of NET-SET affected teachers since 1994. You are also aware of the fact that the issue of non-NET-SET teachers lawfully appointed between 19<sup>th</sup> September, 1991 and 3<sup>rd</sup> April, 2000 was raised from time to time by Prof. B. T. Deshmukh during his tenure as a member of the Legislative Council making use of the parliamentary devices at his disposal. This resulted in retaining these several hundred teachers in service as also getting the benefits of fifth and sixth pay revision for them. Nonetheless, the benefit of placement in higher grades by counting their service from the date of their appointment remains to be achieved for these teachers.

Since the University Grants Commission and the H. R. D. ministry were connected with the issue the struggle in Maharashtra had to shift to New Delhi and the MFUCTO had organized 'MASSIVE DEMONSTRATION' at Jantar Mantar in New Delhi on 2<sup>nd</sup> August, 2010 and subsequently for three consecutive days from 3<sup>rd</sup> to 5<sup>th</sup> March 2011 protesting against the failure on the part of UGC to take any decision on this matter. MFUCTO sought a meeting with the UGC which was held on 16-8-2011 with the purpose of calling upon the UGC to act on the Honb'le High Court direction of 20<sup>th</sup> April, 2011 to give the date from which the services of these teachers should be counted for the placement benefit and held discussion on the memorandum. A further meeting with Shri Kapil Sibal, Honb'le Minister for HRD also took place which was facilitated by Shri Basudeo Acharya, M. P. . The memoranda incorporating sound arguments and references to several High Court judgements submitted by MFUCTO at different points of time were properly considered by the H. R. D. and the U. G. C. which finally issued a letter dated 16<sup>th</sup> August 2011 to Govt. of Maharashtra in which it was stated that:

*“ The Commission deliberated on the issue regarding appointment of various teachers in the State of Maharashtra from September, 19, 1991 until April 3, 2000 and resolved that all such appointments made on regular basis by various universities in the State of Maharashtra where the University has granted exemption to teachers from the requirement of NET in terms of the UGC Regulations, 1991 and subsequent Notification dated 24<sup>th</sup> December, 1998 and where the representation has been forwarded to Commission seeking further approval in relation to such regular appointments made during the said period w.e.f. September 19, 1991 till April 3, 2000 is approved..... ”*

In the said letter though the issue of exemption was clarified, the date from which the counting of service for the placement benefits should be given was left out. Hence, MFUCTO had to give another representation dated 17<sup>th</sup> August, 2011 calling upon the UGC to specifically state the date from which service is to be counted and intimate the Government of Maharashtra in that behalf. This was followed by another meeting of the UGC at which a proper decision was taken to count the period of service from the date of regular appointment for the purpose of placement benefits. This came to be communicated to the MFUCTO as also to the Government of Maharashtra by letter dated 26<sup>th</sup> August, 2011 as under:

*“As may be seen from the above decision of the Commission, the Commission has taken the said decision in respect of all such appointments made on regular basis by various universities during the period from September 19, 1991 till April 3, 2000. Therefore the services of such teachers for all purposes should be counted from the date of their regular appointment.”*

Now it was the turn of the State Government to act upon the direction of UGC. On receipt of this communication, the MFUCTO approached the Ministry of Higher and Technical Education and a meeting followed on the 16<sup>th</sup> of November,

2011. However, the meeting turned futile because of the machinations played by the hostile bureaucracy. It is now more than clear that the struggle will have to be intensified to force the Government to honour its commitment given in the written Understanding of 26<sup>th</sup> August, 2009 and several other documents as also the affidavits filed in the Courts particularly when the UGC has come clean on this issue.

Friends, let me assure you that the Association is committed to take this historic struggle to its logical end and achieve success with your cooperation and involvement. These teachers have suffered indignity, humiliation, exploitation and repression at the hands of Government of Maharashtra and the UGC. And the Govt. needs to put an end to this at the earliest. NUTA and MFUCTO have been carefully watching the developments and will leave no stone unturned to safeguard the interests of this section of teachers.

**(6) HONOUR TO PROF. B. T. DESHMUKH :** Prof. B. T. Deshmukh was honoured for his outstanding performance as a legislator at the hands of Honb'le President of India at the 'Amrut Mahotsava' function of Maharashtra Legislature held at Mumbai on 18<sup>th</sup> of October, 2011. On this occasion a volume titled 'Nondi—Vidhan Mandalatil Nivdak Bhashane' was brought out which included Prof. B. T. Deshmukh's speech related to fifth pay revision delivered on 20 April, 1999 in the Legislative Council. An introductory paragraph prefixed to this speech refers to the unique qualities which made him an outstanding legislator and has been rightly described as 'Ajatshatru'. We are indeed proud of the fact that our leader has been conferred with this rare honour.

**(7) ELECTION OF THE OFFICE-BEARERS OF NUTA :** The General Body of NUTA at its meeting held on 27<sup>th</sup> February, 2011 had approved the amendments to the Constitution of the Association which provided that no superannuated member shall be eligible to contest as an office-bearer or as Executive Committee member. Second amendment provided that a person, who has served as an office-bearer of the organization and is a member or an Ex-member of the Legislative Council of Maharashtra either from the Teachers or Graduates constituency, shall be an Ex-officio (non-voting) member of the Executive Committee. The House would join me in expressing happiness over the fact that this amendment would enable the Organisation to have the association of Prof. B. T. Deshmukh with its Executive Committee and the Organisation would continue to be benefitted by his rich experience and leadership.

Accordingly, in accordance with the amended constitution and election programme, the election of the office-bearers and Executive Committee members took place in the General Body meeting of 27 November, 2011. The following members were unanimously elected for a term of 5 years beginning from 1<sup>st</sup> January, 2012.:

President	: Dr. P. B. Raghuvanshi
Vice-President	: Prof. V. B. Dhone
Nagpur University Area	
Vice-President	: Prof. V. S. Deshmukh
Amaravati University Area	
Secretary	: Dr. A. W. Dhage
Treasurer	: Dr. B. T. Gawande
Joint Secretary	: Dr. N. C. Kongre
Nagpur University Area	
Joint Secretary	: Dr. S.S. Gawai
Amravati University Area	
Executive Committee Member:	Dr. S. G. Bhadange
(Five)	: Dr. N. V. Changole
	: Dr. S. V. Deshmukh
	: Dr. Y. Y. Dudhpachare
	: Dr. Karthik Panicker

I congratulate the above office-bearers and wish them well for their tenure.

**(8) ANTI-TEACHER MOVES OF THE STATE GOVERNMENT :** As we know, the NUTA and MFUCTO have all along been demanding the faithful and full implementation of the 'Composite Scheme' as forwarded by the Human Resources Development Ministry vide its letter dated 31 December, 2008. However, instead of doing so the Govt. is trying to bypass the scheme. The Government has issued a GR dated 5<sup>th</sup> March, 2011 dealing with the age of superannuation by incorporating

several conditions which are not a part of the scheme. This is because under the composite UGC scheme, the age of superannuation has to be unconditional 65 years for all teachers. The Govt. of Maharashtra is committed to implement the composite scheme in full to get 80% of the total expenditure on sixth pay commission recommended revised scales of pay from the centre. The Govt. in stead of implementing in full the composite scheme of the UGC is deliberately throwing dust into the eyes of MHRD and the UGC as also the teachers in Maharashtra. This is clear from the fact that while the government is required to extend the age of superannuation to 65 years, what is being done is that it is extending the age of retirement to 62 years and further to 65 years by putting several conditions which in fact makes the extended age of superannuation a 'mirage' or an illusion as far as the teachers are concerned. This action of the State Govt. is shocking to say the least and will not be accepted by the teaching community.

This GR was challenged in the Honb'le High Court of Judicature at Bombay. However, unfortunately the judgement of Bombay High Court delivered on 30<sup>th</sup> September, 2011 could not come along the lines of judgements delivered by the High Courts of Karnataka, Jharkhand and Patna which have quashed the orders denying the enhancement of the age of superannuation to 65 as provided under the UGC regulations 2010. In the meantime, the State Govt. has come out with yet another GR dated 23 November, 2011 on this subject introducing some more conditions which have no place either in the scheme or the Regulations. The battle now needs to be fought at the appellate level by pointing out the issues of Law involved in the matter.

In the matter of disbursement of arrears on account of the implementation of sixth pay revision, the government is not keeping its word. As a matter of fact, the government had committed in the meeting with MFUCTO in the presence of the Chief Secretary of the state on 26<sup>th</sup> August, 2009 that it would endeavour to receive 80% assistance from the central government. However, in the event of not getting the assistance, it would disburse arrears as it did to state government employees. But the promise is not being kept causing unpardonable delay in payment of arrears.

**(9) TASK AHEAD :** Friends, it is true that some of our demands have been met because of the struggle of NUTA under the able leadership of MFUCTO. However, some of the old issues have remained to be resolved and in the meantime new issues have been thrown up which the teachers have to face such as contractual appointments, commercialization of education, starting of self-financing courses and institutions and exploitation of teachers and non-teaching staff in the system. You are aware that NUTA is committed to taking up the problems of every section of the teaching community irrespective of their number and strength in the organization. NUTA has therefore several tasks ahead viz.

- a) Justice to NET-SET affected teachers
- b) Release of arrears on account of Sixth Pay Revision
- c) Removal of discrimination in respect of the payment of arrears to the teachers in colleges of Social Work and Physical Education
- d) Issuance of GR implementing sixth pay revision for the teachers in Unaided Colleges of Engineering in the state.
- e) Stopping arbitrary functioning at the office of the Joint Directors.
- f) Compelling the Government to withdraw orders on contractual appointments.
- g) To take up the problems of Social Work College teachers including granting of pension to be brought into existence.
- h) To take up the problems of Engineering College Teachers including the issue of withdrawal of their arrears for 55 months from 1-1-1996 to 31-7-2000.
- i) Fight against anti-teacher attitude of the Government.
- j) Enactment of suitable legislation for providing penalties for non-compliance of the university Grievance committee recommendations.
- k) Oppose the move of the Central Government towards privatization of Pension and Gratuity and extend old triple benefit scheme to those appointed after 1-1-2004 as recommended by UGC.
- l) Making SET examination more transparent including unambiguous minimum percentage of marks.

m) Ensure that all the benefits which teachers are given under the central orders are extended to Librarians and Directors of Physical Education.

**(10) MEMBERSHIP OF NUTA :** The NUTA membership has reached 5307 by the end of the year. This year the increase in membership is 31.

I am glad to announce that NUTA Bulletin has completed 36<sup>th</sup> year of its purposeful existence. This year we have circulated 144 pages of NUTA Bulletin. On going through the pages of the NUTA Bulletin one finds that the Executive Committee has made an attempt to include relevant developments and keep the members updated about the issues concerning their professional life.

I am grateful to the media and their representatives both from Nagpur and Amravati areas for the coverage of the various events, programmes and the press-notes issued from time to time. This report shall not be complete unless I acknowledge the active cooperation and support of all the members of NUTA and other colleagues as well as the members of teaching profession at different levels to the activities of the Association and response given by them to the various calls given by NUTA from time to time.

Dr. ANIL DHAGE,  
SECRETARY, NUTA  
(P. 27-30 of 2012 NB)

## 2012

Dear Friends,

**(1)** It gives me immense pleasure to extend very warm welcome to you on behalf of the Executive Committee of NUTA and my own behalf. It is indeed a proud privilege for me to place before this august body a brief account of our activities and achievements during the year 2012.

**(2)** Right from its inception, NUTA has been committed to the cause of welfare of the teaching community and their professional betterment. In keeping with this commitment, the Association took up several issues concerning teaching community during the period of this report and had a few achievements. This particular year was the year of continuous struggle for major issues.

**(3) PARTICIPATION IN ACTION PROGRAMME :** The members of NUTA participated in various action programmes in response to the call given by AIFUCTO and MFUCTO from time to time to press for solutions to the pending problems of the teaching community. In the very beginning of the year, MFUCTO passed a movement resolution in its meeting of the Executive Council held at Jalgaon on 15<sup>th</sup> January, 2012 appealing to the State Government and the Honb'le Minister for Higher and Technical Education to keep their word of fulfilling demands as reflected in the minutes of agreement dated 26 August, 2009. In its resolution, the MFUCTO included the demands of Extension of the benefits of Career advancement scheme to the non-NET/SET teachers appointed between 19-09-1991 and 3-4-2000 since the U. G. C. had made its position clear through communications of 16 August 2011 and 26 August, 2011 and had asked the state government to count their services from the date of their appointment for all purposes, release of arrears on account of sixth pay revision as promised in the document of understanding of 26<sup>th</sup> August, 2009, stopping the arbitrary functioning at the offices of the Joint Directors in the State particularly in the matter of recoveries being effected on flimsy ground without following due process of law, faithful implementation of the 'package scheme' notified by the Human Resources Development Ministry on 31 December, 2008, removal of discrepancy in respect of the payment of arrears to the teachers of Social Work colleges and Colleges of Physical Education, extension of the sixth pay revision recommendations to the teachers of unaided Engineering colleges, extension of the benefits of placement in 14940/- and stagnation increments in accordance with the judgements given by the Honb'le High Courts etc.

**(4)** MFUCTO announced its action programme as per which the 'Morcha' was taken out to the office of all the Universities in the state on 21<sup>st</sup> February, 2012; the demonstrations were held at the office of the Joint Directors in the state on every Monday after the 21<sup>st</sup> of February and state level Dharna at Azad Maidan Mumbai on the 1<sup>st</sup> March, 2012 was also

organised.

(5) In spite of the UGC communicating its decisions to Government of Maharashtra through its letters dated 16th and 26th August, 2011 to count the services of teachers for all purposes from the date of their regular appointment, and despite its own commitment, the Government failed to act thereon and hence MFUCTO was forced at the meeting of its Executive Committee held on 11-3-2012 to commence an Indefinite Boycott of Centralized Assessment Projects in all the universities from the date on which such CAP would start functioning sometime in March 2012 but taking care to ensure that the examinations were held so that students and parents would not be put to any inconvenience. After the agitation commenced, a one-day 'Hunger Strike' was staged before the office of the Collectors at the University Headquarter cities on 26th March, 2012 followed by massive 'Jail Bharo' at the University offices on 16 April, 2012. Several rounds of negotiations were held between the Hon'ble Minister for Higher and Technical Education Shri Rajesh Tope and MFUCTO including on 2nd May 2012 with the Hon'ble Chief Minister Shri Prithviraj Chavan but due to unsatisfactory nature of the negotiations MFUCTO could not withdraw the agitation.

(6) MFUCTO then received a document dated 15th May, 2012 from the Hon'ble Minister in continuation of the meeting held on 2nd May, 2012 making reference to the meetings that had taken place between the MFUCTO and the Government as also the communications that were sent by the government to the MFUCTO and the directions/clarifications received from the UGC through letters dated 15th March and 11th May, 2012 setting out the factual position viz., "The actual date of grant of exemption shall be the date when exemption was granted by the Universities to the candidates concerned appointed on regular basis during the period w. e. f. 19-9-1991 to 3-4-2000..... Further it may also be mentioned that UGC all along has been maintaining the aforesaid position."

(7) MFUCTO was extremely happy that through the said letter dated 15-5-2012 from the government, teachers were assured that "(i) Before the end of June 2012 decision will be taken by the Government through a meeting of the cabinet in respect of granting placement benefits and fixation to teachers appointed from 19-9-1991 till 3-4-2000 on the basis of the UGC directions contained in their letters and also release of arrears in respect of the said placement and fixation, (ii) In respect of the 10 months' cash component from 1-4-2009 till 31-1-2010 to be paid by the Government, the same will be released as 100% cash in June 2012 being the first installment and April 2013 being the second installment, and; (iii) Further assurance given in para 5 of the minutes of the meeting held on 25th April, 2012."

(8) On the basis of the assurances contained in the said letter dated 15-5-2012 from the government MFUCTO resolved to withdraw the boycott of assessment of answer papers on the 18th of May in the expectation that the Government will fulfill promises made to the teaching community in the matter of resolving their pending demands. In spite of the given assurances that by the end of June GR would be issued in respect of NET/SET affected teachers in accordance with the clarifications received from the UGC through its communications, no GR was issued by the Government even till the end of August 2012. However, the first installment of the cash component which was to be released by the end of June 2012 was disbursed sometime later in the year.

(9) In the meantime in view of the demand of several State Governments including Maharashtra and also of the AIFUCTO that the age of retirement must be delinked from the composite scheme to get 80% of the total expenditure to the States from the central government, the Ministry of HRD through its Press Note issued by Government of India Press Information Bureau (Ministry of Information and Broadcasting), New Delhi, dated 29th July, 2012, Cabinet 20th July 2012 10:28 IST and MHRD letter No. F.1-7/2010-U.II dated 14th August 2012 addressed to all State Education Secretaries in charge of Higher Education, came out in clear terms in paras.4,6 and 8-

"4. After taking into consideration the views expressed by several State Education Ministers during the Conference held in 2010 Central Government has now decided to de-link the condition of enhancement of age of superannuation from the payment of Central share of 80% arrears to the States."

"6. State Governments may please note that reimbursement of 80% of central share of the additionality of payment of arrears, for the period from 1-1-2006 to 31-3-2010 will be

made by the Central Government in 2-3 installments. However this would be by way of reimbursement only, after the State Government has made the payment. In this connection, this Ministry letter of even No. dated 11-05-2010 also refers."

"8. You are requested to kindly take further necessary action in this regard as detailed above and furnish the requisite information to this department urgently to enable us to process release of central share accordingly."

(10) In view of this, the urgent need for the Government was to complete the fixation including grant of Placement benefits to the NET/SET affected teachers appointed between 19-9-1991 and 3-4-2000 and submit the claim to the central government for 80% of central share which during the fifth pay commission revision the government had lost having not implemented the benefits then.

(11) While 17 lakh government employees including those teachers who have retired from service have already been given the arrears arising from the implementation of the VI Pay commission revised scales of pay, in spite of the Understanding in writing dated 26th August, 2009 between the Government and the MFUCTO, nothing was released to the College teachers as arrears in spite of the fact that 80% of the additional expenditure was to be borne by the centre which was reiterated by HRD in its communication dated 14 November, 2012.

(12) The Government having failed to keep its written promises made to the MFUCTO except releasing one installment of the cash component later in the year, MFUCTO was compelled to pass a resolution at its meeting of the Executive Council at Mumbai held on 16th September, 2012 to start the agitation afresh. MFUCTO announced a programme of state-level 'dharna' at Azad maidan Mumbai on the 10th of October, 2012, a 'morcha' to the office of the Director of Higher Education, Pune on the 5th November, 2012 and a state-level 'morcha' to the State Legislatures when they were in session at Nagpur on 10th December, 2012. The movement resolution was submitted by MFUCTO immediately to the Hon'ble Chief Minister, Hon'ble Minister for Higher Education, Hon'ble Minister of State for Higher Education and Hon'ble Minister for Social Justice and Special Assistance on the 24th September, 2012. The Organisation also asked for a meeting with the Minister; however, no such meeting took place except the short meeting with the Minister of State for Higher Education at the Vidhanbhavan Nagpur at the end of the morcha. As you know, since the Government persisted with its apathetic attitude towards our demands, the MFUCTO was required to intensify the agitation further and renew its call to the teachers for launching fresh agitation in the form of 'Boycott of all University-related examination work'. During the course of agitation, several meetings of teachers were held at the University and district level to apprise them of the developments and keep them updated.

(13) I am happy to inform this August body that the teachers from Rashtrasant Tukdoji Maharaj Nagpur University, Sant Gadge Baba Amravati University and Gondwana University participated in large numbers in all these programmes and made them successful. As far as NET/SET-affected teachers are concerned, I have absolutely no doubt that this section of teachers will ultimately get justice because their case is strongly based on lawful grounds. The struggle for other demands will also reach a logical end.

#### (14) ISSUES OF SOCIAL WORK COLLEGE TEACHERS

: On the 24th September, 2012 MFUCTO's notice of agitation was also served to the Minister of Social Justice and Special Assistance Shri Shivajirao Moghe along with the Hon'ble Chief Minister and Hon'ble Minister for Higher and Technical Education since the Charter of demands included an issue of arrears pertaining to the teachers of Social Work Colleges. As you know, the Department of Social Justice brought out a G. R. on 22 September, 2011 implementing the sixth pay revision from 1-1-2006 and the arrears for the period 1-1-2006 to 31-3-2012 had therefore become due. The Department of Social Justice vide a letter dated 19-10-2012 called the MFUCTO for a meeting on the 22nd October 2012 at 12.00 noon. The meeting took place at Mantralaya in the presence of the Minister when MFUCTO submitted a memorandum dated 22nd October, 2012 and put forth the demands viz. (a) Disburse the arrears in cash for the period 1-4-2010 to 31-3-2012 immediately and (b) Initiate the required process at the government level to pay arrears for the period 1-1-2006 to 31-3-2010 since the Govt. of India has agreed to reimburse the 80% share of arrears through its letter dated 14th August, 2012. However, no minutes of the meeting could



become available and the fact remains that no arrears have so far been disbursed to the teachers in Social Work Colleges.

**(15) AIFUCTO PROGRAMMES :** AIFUCTO at its NEC meeting held in Patna on the 8th July, 2012 announced a programme of HUNGER STRIKE IN STATES AND DELHI. As per the programme, all affiliates were to observe Hunger strike in states on 25th August, 2012 and at National Capital on subsequent dates and 30th August, 2012 was allotted for Maharashtra. The demands were (a) Immediate payment of arrears by the Central and State Govts (b) Stop commercialization of higher Education (c) Remove anomalies in UGC Regulations (pay scales & Ph. D) & date extension of RC/OC (d) Notification of CAS by the State govts. (e) Payment of justified salaries following UGC & AICTE pay scales to contractual, Adhoc, part time, guest teachers by the state-funded universities, colleges, research institutes and self financing institutions. (f) Complete parity between teachers, librarians and DPEs regarding pay scales and retirement age (g) Withdrawal of new pension scheme and national debate on the educational bills.

**(16)** However, because of protracted follow-up by AIFUCTO, some important developments took place at Delhi. Accordingly, the Central Cabinet on 20th July, 2012 approved the proposal to delink the condition of enhancement of age of superannuation of teachers to 65 in state institutions for the implementation of the revised pay scales on the basis of 6th Pay Commission recommendations and become eligible for receiving central share of 80% of the arrears payment as also showed willingness to favourably consider other demands. In view of these developments, AIFUCTO decided to cancel the Hunger Strike programme announced earlier.

**(17) GOLDEN JUBILEE YEAR OF AIFUCTO :** All India Federation of University and College Teachers' Organisations (AIFUCTO) had its Golden Jubilee celebrations at Sampurnanand Sanskrit Vidyapeeth, Varanasi from 15th to 17th December, 2012. AIFUCTO had come into existence 50 years ago at Uday Pratap college, Varanasi on 24th April 1962 with a view to organize teachers in Higher Education and address the issues concerning university and college teachers all over the country. Coinciding with the celebrations, AIFUCTO, had also organized XXVIIIth Academic Conference and the topic of the conference seminar was "*Higher Education in 12th Five Year Plan-Agenda, Roles of teachers and Teachers' Movement*". The topic of the seminar occupied significance and relevance since if India were to become a knowledge hub of the world, higher education should receive proper and comprehensive attention from the policy formulators in the ruling dispensation in an hour like this when the 12th Five Year Plan's contours are being worked out. Equal attention must also be given to primary and secondary education, for their symbiotic functioning, as the goals of faster and inclusive development crucially depend on the whole spectrum of education. And it is equally imperative that the only safe and secure route to inclusive education lies in strengthening public funded establishments, from primary to tertiary. The seminar attempted to understand the broad contours of higher education in India with vital policy prescriptions for all stakeholders. Four delegates of NUTA attended the Golden Jubilee function and the Academic conference. Prof. B. T. Deshmukh also presided over a session of the Life Members.

**(18)** Celebration of Golden jubilee year was a proud and historic moment for AIFUCTO as it marked a journey of achievements and purposeful existence. The years that have passed by have been arduous for the University and College teachers having to battle out from time to time in order to secure for the teachers a position of social status and dignity. AIFUCTO has through its democratic governance established itself as a model trade union in the country surviving through the black days of emergency when attempts were made to crush democratic labour movements and trade union activities all over the country. Today the AIFUCTO has come to be recognized in every nook and corner of the country. The AIFUCTO has achieved this through cherishing and upholding the values of democracy, liberalism, secularism and science. In the last 50 years AIFUCTO has been responsible for achieving successive pay revisions, career advancement avenues and the positions of Reader and Professor in the affiliated colleges, upward mobility and research opportunities.

**(19) ANTI-TEACHER MOVES OF THE STATE GOVERNMENT :** It is indeed unfortunate that the govt. has persisted

with its hostile attitude towards the teaching community in general and those in Higher education in particular. Even when the UGC had made its position regarding the date from which the services of non Net/Set teachers appointed between 19-9-1991 and 3-4-2000 were to be counted ostensibly at the request of the State Govt., the Department of Higher and Technical Education once again wrote to UGC on 2nd December, 2011 stating that it was absurd on the part of UGC to have taken such decision and had also appealed to revert the decision communicated through letter dated 26-8-2011. It had shown the same attitude in the matter of other issues like '14940' and 'stagnation increments' even when there were several judgements given by the Hon'ble High Courts and continued with the same attitude even at the cost of contempt of court.

**(20) TASKS AHEAD :** Friends, it is true that some of our demands have been met because of the struggle of NUTA under the able leadership of MFUCTO. However, some of the old issues have remained to be resolved and in the meantime new issues have been thrown up which the teachers have to face such as contractual appointments, commercialization of education, starting of self-financing courses and institutions and exploitation of teachers and non-teaching staff in the system. You are aware that NUTA is committed to taking up the problems of every section of the teaching community irrespective of their number and strength in the organization. NUTA has therefore several tasks ahead viz.

- a) Justice to NET-SET affected teachers
- b) Full release of arrears on account of Sixth Pay Revision
- c) Payment of arrears to the teachers in colleges of Social Work and Physical Education
- d) Issuance of GR implementing sixth pay revision for the teachers in Unaided Colleges of Engineering in the state.
- e) Stopping arbitrary functioning at the office of the Joint Directors.
- f) Compelling the government to withdraw orders on contractual appointments and till such withdrawal pay them the salary on par with their counterparts in Government colleges.
- g) To take up the problems of Social Work College teachers including granting of pension to be brought into existence.
- h) To take up the problems of engineering college teachers including the issue of withdrawal of their arrears for 55 months from 1-1-1996 to 31-7-2000.
- i) Fight against anti-teacher attitude of the Government.
- j) Enactment of suitable legislation for providing penalties for non-compliance of the university Grievance committee recommendations.
- k) Oppose the move of the Central Government towards privatization of Pension and Gratuity and extend old triple benefit scheme to those appointed after 1-1-2004 as recommended by UGC.
- l) Making SET examination more transparent including unambiguous minimum percentage of marks.
- m) Ensure that all the benefits which teachers are given under the central orders are extended to Librarians and Directors of Physical Education.
- n) Faithful implementation of the central 'package scheme'.

**(21) MEMBERSHIP OF NUTA :** The NUTA membership has reached 5367 by the end of the year. This year the increase in membership is 60. I am glad to announce that NUTA Bulletin has completed 37th year of its purposeful existence. This year we have circulated 104 pages of NUTA Bulletin. On going through the pages of the NUTA Bulletin one finds that the Executive Committee has made an attempt to include relevant developments and keep the members updated about the issues concerning their professional life.

**(22)** I am grateful to the media and their representatives from Nagpur, Amravati and Gadchiroli areas for the coverage of the various events, programmes and the press-notes issued from time to time. This report shall not be complete unless I acknowledge the active cooperation and support of all the members of NUTA and other colleagues as well as the members of teaching profession at different levels to the activities of the Association and response given by them to the various calls given by NUTA from time to time.

Dr. ANIL DHAGE,  
SECRETARY, NUTA

(P. 88-92 of 2013 NB)

( 'प्रस्तावना' मागील पृष्ठ १५४ वरून पुढील मजकूर..... )

विद्यार्थी घाबरून उभे राहून मागे पाहू लागले. समारंभ उधळला जात आहे हे लक्षात येताच सर्व शाखातील सर्व विद्यार्थ्यांना त्यांच्या पदव्या एकाच वेळी दिल्याचे मा. कुलगुरूंनी घोषित केले व मुख्य पाहुणे न्यायमूर्ती नियोगी यांना आपले दीक्षांत भाषण करण्याची विनंती केली. त्यांनीही एकंदर रागरंग ओळखून सर्व पदवीधारकांना आशीर्वाद दिला व दोन-तीन मिनिटांत आपले भाषण संपवले. त्याच वेळी, काही विद्यार्थ्यांनी मंडपात गोंधळ चालू केल्याचे कळल्यावरून, बंदोबस्तासाठी असलेले त्यावेळचे पोलीस-कमिश्नर श्री. गोवर्धन व त्यांचे काही सहकारी पोलीस-अधिकारी आत आले व त्यांच्याशी या विद्यार्थ्यांची बाचाबाची सुरू झाली. **गोंधळ लक्षात घेऊन, समारंभ संपल्याचे मा. कुलगुरूंनी घोषित केले. अशा रितीने हा समारंभ संपला.**

६. नागपूर विद्यापीठामध्ये पदवीदान समारंभाच्या प्रसंगी उपरोक्त जो प्रकार घडला, त्यामुळे शासनाकडील नकारघंटेचे वाजणे बंद पडले. ताबडतोब पावले उचलली नाहीत तर ही साथ राज्यभरातील सर्व विद्यापीठात पसरल्याशिवाय राहाणार नाही याची अत्यंत अस्वस्थ करणारी जाणीव राज्यकर्त्यांना झाली व लवकरच विद्यापीठ अनुदान आयोगाच्या वेतनश्रेण्या लागू करण्याची घोषणा शासनातर्फे करण्यात आली. 'नुटा'च्या स्थापनेनंतर अशा प्रकारच्या आंदोलनाला संघटना प्रथमच सामोरे गेली होती. या सर्व प्रसंगातून संघटना तावून सुलाखून बाहेर पडली. या प्रकारातून काही बाबी ठळकपणे समोर आल्यात. :-

(१) आपले म्हणणे कितीही योग्य असले तरी, आपले युक्तिवाद कितीही तर्कशुद्ध असले तरी, आंदोलनाची शक्ती जोपर्यंत त्या युक्तिवादामागे उभी होत नाही तोपर्यंत राज्यकर्त्यांना त्याबाबत विचार करायलासुद्धा वेळ नसतो. निर्णय घेणे तर दुरच राहते.

(२) व्यावसायिक संघटनेने एकदा विचारपूर्वक लहानमोठ्या आंदोलनाचा निर्णय घेतल्यानंतर ठामपणे आपल्या भूमिकेवर कायम राहिले पाहिजे.

(३) भीती, राग, लोभ, ममत्व किंवा वैरत्व (कोणाचेही व कोणतेही) यांची बाधा आपल्या आंदोलनाला होणार नाही व त्यापायी आंदोलन या बाजूला किंवा त्या बाजूला भरकटत जाणार नाही याची सातत्याने काळजी घेतली पाहिजे.

७. संघटनेतील शीर्षस्थ नेत्यांनी "होय! बहिष्कार आंदोलन हे संघटनेचे आहे. पण समारंभ उधळण्याच्या प्रकाराशी संघटनेचा काहीही संबंध नाही," हे ठसविण्यासाठी जी योजना आखली होती, ती कमालीची यशस्वी झाली. कुणीही दुरान्वयाने सुद्धा त्याबाबत संघटनेला दुषण दिले नाही. इतरांचे सोडा, खुद्द डॉ. भाऊसाहेब कोलते यांनी याबाबतीत पुढे २०-२५ वर्षांनी जे "प्रमाणपत्र" नमूद केले, ते मला संघटनेच्या दृष्टीने खूपच मोलाचे वाटते. सन १९९४ मध्ये प्रकाशित झालेल्या "अजुनि चालतोचि वाट" या आपल्या आत्मचरित्रात सुरुवातीला पृष्ठ ५८७ वर भाऊसाहेबांनी या प्रसंगाबाबत "त्याच-वेळी 'नुटा' (नागपूर युनिव्हर्सिटी टीचर्स असोसिएशन) ने विद्यापीठ अनुदान आयोगाने शिक्षकांसाठी सुचविलेली वेतनश्रेणी विद्यापीठात अमलात आणली नाही म्हणून शिक्षकांनी पदवीदान समारंभावर बहिष्कार घालण्याचे आवाहन केले होते." असे नमूद केले असून पृष्ठ ५८८ वर खुद्द पदवीदान समारंभाच्या दिवशीचा वृत्तांत सांगतांना हे "प्रमाणपत्र" पुढील शब्दात प्रदान केलेले आहे. :-

"२० जानेवारी १९६८. दीक्षांत-समारंभाचा दिवस उगवला. सकाळच्या वर्तमानपत्रातील प्राध्यापकांचा बहिष्कार, विद्यार्थ्यांची निदर्शन इत्यादिकांच्या वातम्यांवरून समारंभ निर्विघ्नपणे कसा पार पडेल या विषयी शंकेची पाल माझ्या मनात चुकचुकली. दुपारी समारंभासाठी मी विद्यापीठाकडे जायला निघालो. बहिष्कार घालणाऱ्या 'नुटा'च्या प्राध्यापकांची सभा विद्यापीठ ग्रंथालयात चालू असल्याचे कळले. तेव्हा पदवीदान-समारंभात त्यांचा प्रत्यक्ष उपद्रव होणार नाही या कल्पनेने हायसे वाटले."

८. नुटाच्या घटनेतील कलम ६ (b) नुसार कार्यकारी मंडळाच्या कर्तव्यामध्ये तिसऱ्या क्रमांकावर "Prepare Annual report on the working of the Association and place it before the General Body." असे एक कर्तव्य नमूद केलेले आहे. त्यामुळेच आमसभेसमोर वार्षिक अहवाल मान्यतेसाठी ठेवतांना "Prepared by the Executive Committee of NUTA under article (VI)(b)(iii) of the Constitution of NUTA and presented by Secretary on behalf of the NUTA Executive Committee" असे एक वाक्य प्रत्येक वार्षिक अहवालाच्या वर मुद्रित केलेले आपणास दिसते. प्रत्यक्ष व्यवहार मात्र थोडासा वेगळा आहे. संघटनेचे सचिव प्रत्येक 'कॅलेंडर इअर' संपल्याबरोबर संपलेल्या वर्षाचा अहवाल तयार करतात तो कार्यकारी मंडळाच्या पुढे मान्यतेसाठी ठेवला जातो. तेथे तो अनेकदा दुरुस्त्यासह अनेकदा दुरुस्त्याशिवाय संमत झाला की तो आमसभेसमोर मान्यतेसाठी ठेवला जातो.

९. संघटनेच्या स्थापनेपासून सन १९६३ ते २०१२ या वर्षांपैकी (ती दोनही वर्षे धरून) पूर्ण झालेल्या ५० वर्षातील उपलब्ध असलेले सर्व वार्षिक अहवाल या विशेषांकामध्ये समाविष्ट करण्यात आलेले आहेत. या कालखंडाचे एकूण ४ भाग नमूद करता येतील.

(१) सन १९६३ ते १९७५

(२) सन १९७६ ते १९९२

(३) सन १९९३ ते २०१०

(४) सन २०११ व २०१२

१०. सन १९६३ ते सन १९७५ हा पहिला कालखंड : हा कालखंड एकूण १३ वर्षांचा आहे. सन १९६३-६४ या पहिल्या वर्षाचा अहवाल रविवार, दिनांक २९ मार्च १९६४ रोजी झालेल्या बैठकीत आमसभेने संमत केला. संस्थेचे संस्थापक सचिव प्रा.श्री.आर.व्ही. रानडे यांनी तो तयार केला होता. त्या दिवशीच्या आमसभेच्या कार्यवृत्तामध्ये विषय क्रमांक २ वर "Considered and adopted report of the Executive Committee and noted and approved the statement of Accounts for the year 1963-64" असा उल्लेख आहे.

१०.१ त्यावेळची ही कागदपत्रे कशी उपलब्ध झाली हे लक्षात घेण्यासारखे आहे. १ मे १९८७ च्या नुटा बुलेटीनच्या अंकात (पृष्ठ २०) संघटनेच्या सचिवांनी माजी पदाधिकाऱ्यांना लिहिलेल्या पत्रात असे विदित केले होते की, "नागपूर विद्यापीठ शिक्षक संघाच्या (नुटाच्या) उपलब्ध असलेल्या घटनेमध्ये संघटनेची स्थापना दिनांक १७ मार्च १९६३ रोजी झाल्याचे नमूद करण्यात आलेले आहे. स्थापनेचा हा दिनांक लक्षात घेता नुटाच्या स्थापनेला दिनांक १७ मार्च ८८ रोजी २५ वर्षे पूर्ण होतात. त्या निमित्ताने संघटनेचा रौप्य महोत्सव १९८८ च्या मार्च महिन्यामध्ये साजरा करण्याचे नुटाच्या कार्यकारी मंडळाने ठरविले आहे. या रौप्य महोत्सवाच्या निमित्ताने नुटा बुलेटीनचा एक विशेषांक काढण्याचेही ठरविले आहे." याच पत्राच्या शेवटी असे नमूद करण्यात आले होते की, "नुटाचे पदाधिकारी व सदस्य या नात्याने आपला संघटनेशी जवळून संबंध आलेला आहे. १९६३ ते १९७६ या कालखंडातील संघटनाविषयक माहिती उपलब्ध होण्यासाठी आपल्या सहकार्याची अत्यंत आवश्यकता आहे. ती माहिती आपण भरून पाठवावी यासाठी एक विवरणपत्र सोबत दिले आहे. आपण ते भरून पाठविल्यास १९६३ ते १९७६ या कालखंडातील तत्थ्ये संकलित करण्यास फार मोठी मदत होईल." निरनिराळ्या ११ पदाधिकाऱ्यांनी त्यावेळी माहिती भरून पाठविली. ती अतिशय थोडक्यात असून 'नुटा' बुलेटीनच्या सन २००१ च्या पृष्ठ ५३५ या एका पृष्ठावर प्रसृत केलेली आहे.

१०.२ संघटनेच्या तत्कालीन पदाधिकार्यांनी त्यावेळी अनेक माजी पदाधिकार्यांच्या प्रत्यक्ष भेटी घेऊन अशी माहिती मिळविण्याचा प्रयत्न केला. त्यावेळचे संघटनेचे सहसचिव डॉ.एकनाथ कठाळे यांनी संघटनेचे संस्थापक सचिव प्रा.श्री. आर.व्ही. रानडे यांच्याशी याबाबत संपर्क साधला असता “तुमच्या या लहानशा प्रोफॉर्मामध्ये कितीशी माहिती बसणार?” अशी सुरुवात करून संघटनेच्या स्थापनेच्या कालखंडाशी संबंधित असलेल्या अस्सल व मूळ कागदपत्रांचा समावेश असलेली व काळजीपूर्वक लावून ठेवलेली एक फाईलच त्यांनी प्रा. कठाळे यांच्या स्वाधीन केली. ठरलेल्या व्यवस्थेप्रमाणे प्रा. कठाळे यांनी ती फाईल त्याचवेळी तातडीने माझेकडे रवाना केली.

१०.३ हे सारे तपशील या ठिकाणी नमूद करण्याचे कारण असे की संघटनेच्या स्थापनेच्या सुरुवातीच्या काळातील घटनांशी संबंधित प्रा.आर.व्ही.रानडे यांनी उपलब्ध करून दिलेली ही सर्व कागदपत्रे संघटना संस्थापना विशेषांकात (सन २००१ चे नुटा बुलेटीन पृष्ठ क्रमांक ५०९ ते ५३६) त्यावेळी प्रकाशित केलेली आहेत. त्यातच हा १९६३-६४ चा वार्षिक अहवाल आहे. याशिवाय त्यानंतरची इतर कोणतीही कागदपत्रे संघटनेच्या रौप्यमहोत्सवी वर्षात त्यावेळी पदाधिकार्यांनी बरेच प्रयत्न करूनही उपलब्ध झाली नाहीत. ती आता सुवर्ण महोत्सवी वर्षात प्राप्त होतील अशी आशा करण्याचे कोणतेही कारण नाही.

१०.४ सन १९७४ मध्ये संघटनेचा अध्यक्ष म्हणून निवड होण्यापूर्वीच्या २-४ वर्षात व अशी निवड झाल्यानंतरच्या २ वर्षात प्रस्तुत लेखकाचा संघटनेच्या एकूण कामाशी खूपच जवळून संबंध आला. पण बराच प्रयत्न करूनही त्या कालखंडातील १९७६ पूर्वीचे वार्षिक अहवाल उपलब्ध होऊ शकले नाहीत. संघटनेच्या अगदी सुरुवातीच्या काळातील एक महत्त्वपूर्ण घटना परिच्छेद २ ते ७ मध्ये नमूद केली ती केवळ त्या घटनेचे अनन्यसाधारण महत्त्व लक्षात घेऊनच होय. वार्षिक अहवालाचे दुध उपलब्ध नसल्यामुळे आठवणीच्या ताकावर तहान भागविण्याचा तो प्रयत्न आहे हे वाचकांच्या लक्षात आल्याशिवाय राहणार नाही. पण मी तो प्रयत्न त्या एका आठवणीपुरताच मर्यादित ठेवण्याचे ठरविले आहे. (१) “कॉलेज कोड नव्याने येऊ घातलेले” (२) “प्राध्यापक रस्त्यावर कां आले” (३) “नवे विद्यापीठ विधेयक” (४) “नवीन वेतन श्रेणी बाबतचा शासकीय ठराव : एक निवेदन” या मथळ्याच्या १९७६ पूर्वी प्रस्तुत लेखकाने लिहिलेल्या लहान लहान पुस्तिका व प्राध्यापकांच्या सेवाशर्तीवर होणारे हे व यासारखे इतरही अनेक हल्ले परतवून लावण्यासाठी त्यावेळी संघटनेने व त्यावेळेच्या पदाधिकार्यांनी केलेले निकराचे प्रयत्न यांची नोंद त्याकाळातील वार्षिक अहवाल उपलब्ध नसल्याने या विशेषांकात होऊ शकली नाही. अधिकृत कागदपत्रांच्या आधारे त्या आठवणी नमूद करतो म्हटले तरी तो पसारा खूपच मोठा आहे हे एक व दुसरे म्हणजे त्यामुळे या प्रस्तावनेचा पोतच बदलून जातो. म्हणूनच या कालखंडातील वार्षिक अहवालाचा आनंद हा १९६३-६४ च्या एका अहवालावरच भागविल्याशिवाय आपल्याजवळ पर्याय नाही. १९६३-६४ चा तो अहवाल समाविष्ट असलेली मुळ व अस्सल कागदपत्रे व त्याच बरोबर संघटनेच्या स्थापनेच्या कालखंडात उगमस्थानाजवळ उपलब्ध असलेले विचारांचे झरे, पाझर व प्रवाह नस्तिबद्ध करून ठेवून ती सर्व कागदपत्रे विश्वासाने संघटनेच्या सुपूर्द केल्याबद्दल संघटनेचे प्रथम सचिव प्रा.श्री.आर.व्ही. रानडे यांना मनापासून धन्यवाद देणे, त्यांचे आभार मानणे व त्यांच्या ऋणातच राहणे याला सुद्धा कोणताही पर्याय नाही हेही नमूद करणे आवश्यक वाटते.

११. सन १९७६ ते १९९२ चा दुसरा कालखंड : हा कालखंड

एकूण १७ वर्षांचा आहे. हे सर्व वार्षिक अहवाल संघटनेचे तत्कालीन सचिव डॉ. अरविंद बारहाते यांनी तयार केलेले असून कार्यकारी मंडळाच्या मान्यतेनंतर आमसभेला सादर करण्यात आले व आमसभेने मान्य केलेले आहेत. सन १९७६ पासून ‘नुटा बुलेटीन’ची व्यवस्था संघटनेने सुरू केल्यामुळे हे सर्वच अहवाल उत्तम स्वरूपात उपलब्ध असून ते नुटा बुलेटीनच्या कोणत्या पृष्ठावर प्रसृत केलेले आहेत हे त्या त्या अहवालाच्या शेवटी नमूद केलेले आहे.

१२. सन १९९३ ते २०१० चा तिसरा कालखंड : हा कालखंड एकूण १८ वर्षांचा आहे. हे सर्व वार्षिक अहवाल संघटनेचे तत्कालीन सचिव डॉ. एकनाथ कठाळे यांनी तयार केलेले असून कार्यकारी मंडळाच्या मान्यतेनंतर आमसभेला सादर करण्यात आले व आमसभेने मान्य केलेले आहेत. ‘नुटा बुलेटीन’ची व्यवस्था या काळात खूपच सुदृढ झालेली असल्याने हे सर्वच अहवाल बरेच तपशीलवार तयार करण्यात आले असून उत्तम स्वरूपात उपलब्ध आहेत व ते नुटा बुलेटीनच्या कोणत्या पृष्ठावर प्रसृत केलेले आहेत हे त्या त्या अहवालाच्या शेवटी नमूद केलेले आहे.

१३. सन २०११ व २०१२ हा चौथा कालखंड दोन वर्षांचा असून हे दोनही अहवाल विद्यमान सचिव डॉ. अनिल ढगे यांनी तयार केलेले आहेत. प्रकाशनाचा काळ हा अगदी नजीकचाच असल्यामुळे त्याबाबत वेगळे काही नमूद करण्याची आवश्यकता नाही. अशारितीने पहिल्या कालखंडातील १३ वर्षे, दुसऱ्या कालखंडातील १७ वर्षे, तिसऱ्या कालखंडातील १८ वर्षे व चौथ्या कालखंडातील २ वर्षे असा ५० वर्षांच्या वार्षिक अहवालांचा हिशेब वर मांडलेला आहे. या सर्व अहवालांचे बारकाईने अवलोकन केल्यास सभासदांचे स्वागत करणाऱ्या पहिल्या परिच्छेदातील २-४ ओळी व आभार मानणाऱ्या शेवटच्या परिच्छेदातील २-४ ओळी सोडल्यास इतर सर्व मजकूर अत्यंत माहितीपूर्ण असा आहे. विशेषतः शिक्षकांच्या व्यावसायिक जीवनावर आलेली किंवा येऊ शकणारी संकटे व त्यांच्या बंदोबस्तासाठी संघटनेने उपसलेले कष्ट व केलेली मेहनत यांच्या माहितीने हे सर्व अहवाल खचाखच भरलेले आपणास दिसून येतील. मुख्य म्हणजे हा प्रत्येक अहवाल सचिवांनी तयार केलेला, त्यानंतर कार्यकारी मंडळाने मान्य केलेला व शेवटी आमसभेने संमत केलेला असल्यामुळे त्यामधील माहितीच्या अधिकृततेची पातळी सर्वोच्च दर्जाची आहे हे वेगळे सांगण्याची आवश्यकता नाही.

१४. “संघटनेच्या गेल्या ५० वर्षांच्या आयुष्यामध्ये दरवर्षी संघटनेला येत गेलेला अनुभव ज्या ठिकाणी अधिकृतपणे साठवून ठेवण्यात आला आहे ते ‘डबोले’ म्हणजे संघटनेच्या सचिवांनी तयार केलेला, ..... ‘वार्षिक अहवाल’ होय.” असे या प्रस्तावनेच्या सुरुवातीलाच वर्णन केले आहे. डबोले या शब्दाचा शब्दकोषामध्ये ‘खजिना’ ‘द्रव्यनिधी’ ‘आयते मिळालेले द्रव्य’ असा जो अर्थ सांगितला जातो तो लक्षात घेतला तर सुवर्णमहोत्सवी वर्षात ५० वर्षांचे वार्षिक अहवाल एकत्रितरित्या उपलब्ध करून देणारा हा विशेषांक म्हणजे एक “महाडबोले”च होय असे म्हटले तर त्यात कोणतीही अतिशयोक्ती होणार नाही. या अनुभव खजिन्याचा मनापासून आस्वाद घेतो म्हटले तर तसे करणाऱ्या प्रत्येकाच्या व्यावसायिक जीवनाची अनुभव समृद्धी व संघटनात्मक जीवनाची सहभाग समृद्धी यामध्ये निश्चितच वृद्धी होईल याची मला खात्री आहे.

२९ सप्टेंबर २०१३

प्रा.बी.टी.देशमुख,  
‘नुटा’चे माजी अध्यक्ष

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