

ALL INDIA FEDERATION OF UNIVERSITY AND COLLEGE TEACHERS' ORGANIZATIONS
(AIFUCTO)

GENERAL SECRETARY'S REPORT
AS APPROVED AT XXV STATUTORY CONFERENCE HELD AT
AHAMEDABAD, GUJARAT 10 - 12 OCTOBER 2009

We have assembled here at the historic city of Ahamedabad, Gujarat to participate in the **XXV Statutory Conference** of AIFUCTO, which symbolizes the hopes and aspirations of more than 4 lakh teachers, their collective wisdom and their concern for higher education. The largest organization of teachers in the world is meeting in the land hallowed by the birth of the Mahatma to expedite the process of "wiping every tear from every eye". **The apex body of college and university teachers in India is meeting on the soil most conducive to its growth.** I am gratefully appreciative of the fact that Gujarat is bedrock of AIFUCTO and Gujarat has been providing excellent leaders to AIFUCTO.

It is worth recalling that Gujarat has hosted many important programmes of AIFUCTO including Conferences and international meets. Ahamedabad, Baroda, Surat and Rajkot hosted all these very important programmes. **We may particularly recall a crucial conference held at Baroda in December, 1987.** This special conference played a historic role in strengthening the AIFUCTO movement. The Conference was neither academic nor statutory. The only extraordinary Conference of AIFUCTO, in its nearly half a century of struggle and progress, was held in Gujarat. And what a crucial meet it was! **The AIFUCTO had organized a historic 34 days All India Strike in 1987 which ended with an agreement between Govt. of India's Department of Education and the leadership of AIFUCTO.** The agreement was an epoch-making one and brought remarkable gains for the teachers of higher education sector in our country. But the agreement needed to be discussed and approved and the then leadership of AIFUCTO called the Extraordinary Conference which was hosted by M.S. University Teachers' Organization, Baroda. The delegates attending the Conference unanimously approved the decisions of the NEC and the Secretariat. And the **AIFUCTO has come back to Gujarat at a crucial time when the MHRD is contemplating tremendous changes in the field of higher education.**

HOMAGE

At the very outset I pay deepest homage to our leaders and members who passed away this year. We have suffered the untimely and **irreparable loss of Prof.L.N.Pandey**, our Vice-President and **Prof.P.Laingam Singh**, our national Secretary. They were some of our finest leaders who dedicated their lives to the cause of teachers' welfare. The best homage to them will be working hard to fulfill their dream.

International scenario

Terrorism

The year has been witness to the terrorist attacks in different parts of the globe which have claimed many lives. There should be more international cooperation to counter and frustrate terrorist attacks. It is a pity that resources that are utilized to combat terrorism could be spent to lessen, if not altogether, to eradicate hunger, illiteracy, disease and social discrimination. **We note with great anxiety the increasing incidents of suicidal terrorist attacks which claim countless innocent lives..** Teachers ,across the globe, have the duty to wage a relentless

ideological battle against the anti-people and divisive terrorist forces , no matter however injured innocence terrorism may flaunt..

Political scenario

The year has witnessed the consolidation of the uni-polar character of the world as the US domination is still very strong and The Third World is divided against itself. The developing countries often play into the hands of the machinations of the developed world and thus pave the way for the prevalence of the western ideas. **The need of the hour is Third World solidarity to safeguard the future of the mankind and ensuring inclusive development.** The fight against hunger, malnutrition, unemployment, illiteracy and squalor needs to be taken up globally. We must strongly resist the arm-twisting by US and safeguard national sovereignty, be it Iran or India.

The Nuclear Non-Proliferation Treaty –NPT

There have been continuous attempts by the United States of America to prop up the NPT. This is not only discriminatory but also doomed to failure as it is not linked to complete nuclear disarmament. **The spectre of nuclear terrorism is haunting** but the spectre is the Frankenstein creation of the US whose former allies, now with nuclear fangs, are its deadly foes today.

Economic scenario

The current financial crisis of capitalism has been a cause of concern not only to the developed countries but also to the entire world. Though some believe that recovery is on its way, there are enough indications that there is little hope of relief from job loss woes in the near future. It is argued that some specific mistakes committed in the past, for instance by the US Federal Reserve with regard to monetary policy is at the root of the meltdown. Some hold the lack of adequate regulatory mechanism as being responsible for this crisis. Some experts blame it on insufficient supervision of the financial system while some characterize it as a "system failure", a term which makes the crisis a phenomenon that in principle could have been avoided. This entire perception however is untenable. **The crisis is a result not of the failure of the system but of the system itself; it is a part of the mode of operation of contemporary capitalism based on profit motive.** Capitalism and the role of private enterprise are increasingly being questioned across the world. The ongoing economic recession show little signs of recovery and the increasing nervousness of the proponents of market economy confirm the doubts about the future of the system. There are many instances of successful organizations flouting the norms of civil society and unethical practices leading to the loss of public trust and confidence. **We, the teachers, have a duty to expose the weakness of the system and suggest solutions.** Let the Conference highlight the theme and discuss the same.

Global Economic Crisis and the Developing Countries

The global economic meltdown has proved to be most important from the point of view of the developing countries. This is not only responsible for affecting these countries badly

in so far as numerous problems have reared their ugly heads, but also in exposing the inherent weaknesses of the uncontrolled market mechanism. The present recession has placed before the teachers and other intellectuals, the never before opportunity of exposing the inherent hollowness and moral bankruptcy of capitalist practices. The economic crises started with the failure of the western financial system. The capitalist conception of competition betrays the fact that the system is controlled by some big players who try to manipulate the market parameters to inflate their profit margin. But the **contradictions in the system ultimately show up and the system breaks down. While the profit margin falls and production volumes squeeze, the melt down plays havoc with the interest of common man.** As employment and income starts falling in a spiraling manner, the throw outs that were till yesterday most needed labor force, get into depression and end their lives not knowing how to understand this sudden fall from plenty to insecurity. This is due to the fact the financial and the real markets are very closely related. The speculative activities of the capitalist financial agents lead to extreme instability in the market and small and medium agents suffer great losses. Many of them fail to carry on their activities and leave the market. All these are reflected in loss of confidence in the market system bringing in its wake near collapse of the system.

History tells us that after some years of slow down there are recovery. But till the turn around happens, the iniquitous and **failing system takes a heavy toll of the common man.** Actually, the entire system survives at the cost of the working class.

The present meltdown has affected those countries more which are more integrated to the world economic system. The countries which export to and import from the developed countries to an appreciable extent suddenly found that the volumes plummeted to an alarming level. Soon the entire economy plunged into great disorder.

The lack of government control over the financial system and absence of instruments of supply instruments in the arsenal of government disabled many governments from effectively intervening and the sufferings of common man could not be mitigated. **The problems were more pronounced in the countries where the philosophy of Liberalization and privatization were practiced along with globalization with shameless vigor.** This reduced the maneuvering power of the governments and often reduced them to helpless spectators when economies were crumbling down around them and the unrest among people was increasing.

The measures adopted by the western countries to counter the meltdown further confirmed that **the philosophy of uncontrolled capitalism cannot stand the test of stability and equity and hence the justification for State control over the capitalists.** A number of countries were forced to adopt regulatory measures. Even then the situation remains highly unstable; hundreds of financial institutions just closed down.

Uncertainty and instability in international financial and commodity markets, coupled with doubts about the direction of monetary policy in some major developed countries, are **contributing to a gloomy outlook for the world economy** and could present considerable risks for the developing world as they cannot escape the harmful impacts.

These experiences only drive home the message that the **developing countries must follow independent economic policies free from the remote control of the developed countries** and at the same time remain careful about rampant globalization, privatization and liberalization. It is the duty of the policy makers to take lessons from the most disturbing developments in recent years so that the people of these countries don't suffer from the traumatic experience in future.

The role of developing countries in world financial system and G-20

The demand for allowing the emerging developing countries play a more significant role has now become very strong. The developed world cannot manage the financial instability any more by themselves and, more importantly, can no longer decide upon the crucial decisions impacting the entire world economy.

The Basle norms of capital adequacy have now been largely discredited as developed countries' banks have shown scant respect for it. The G-20 countries can no longer hold the sway and dictate terms. It is now established that G-20, in which India also plays a role, must play a more important role. The recently concluded G-20 meeting has promised a 5% shift in voting rights in the IMF from over represented to under represented countries. But this is inadequate and there should be at least a 7% increase so that the developing countries can together have at least 51% voting rights. **Similarly the voting rights of developing countries in the World Bank should increase appropriately.**

Environmental degradation and sustainable development

The pattern of development pursued by the developed countries since the industrialization epoch paid very little attention to the environmental issues and hence caused large scale damage to nature. The problem of climate change the outcome of cumulative emissions of greenhouse gases, with carbon dioxide being the most dominant- was brought about by industrialization based on the use of fossil fuels. There is unanimity on the need to rapidly reduce emissions of greenhouse gases. It is also disturbing that developing countries often emulate the developed countries and cause irreparable damages to the environment. The developed countries want countries like India to control the emissions. But the damage done by India and others are much less than the inflictions by developed countries. Inevitable and necessary industrialization cannot be sacrificed as this is essential to improve the standard of living of vast majority of population. **But it must be admitted that industrialization should keep damages as low as possible for sustainable development. The teaching community must play a vital role in creating and raising the level of public awareness on this issue and directly join the movement for a healthier environment.** Teachers should sensitize their learners as well as work for a solution.

Indian scenario

The General Election in India, 2009 bear testimony to the victory of democracy in India, the largest democracy in the world. **The survival of democratic system in our country commands great appreciation of the entire world** and provides moral strength to millions of peace loving people who repose their faith in the democratic governance. Indian election outcome is a grand victory for the pluralistic, non-communal character of the Indian state and records the rejection of communal and casteist forces.

However, the cherished goal of inclusive development is still a far cry and the dualistic development with millions of people still suffering from abject poverty is a very major concern. **That a large section of Indians are still left out of whatever progress the country has achieved,** remains to be addressed. We strongly feel that the core of public policy should take care of all these disquieting features of Indian economic development and adopt programs for the amelioration of the same urgently. **The philosophy of inclusive development must not remain a mere slogan to win elections.**

Excessive price rise of food stuff

India has witnessed rampant increase in the prices of food articles throughout the country as the government has failed to take necessary measures to maintain the price stability. It is a paradox that the official wholesale price index has recorded nil or even negative change. **The increasing cost of food stuff is a source of hardship to the common man.** We demand that the govt. must take appropriate action to arrest and reverse the price rise of food stuff.

Need for the increase in the anti-poverty funding to the States

Poverty has been a major concern and there are demands that a proper anti-poverty program should be taken up to reduce the incidence of poverty. The Saxena Committee of the Rural Development Ministry, Govt. of India has now found that **the extent of poverty is much more than the Planning Commission estimates** and on the basis of that the committee has recommended that 50% of India's population be given below-

poverty-line cards. At present the Planning Commission estimates that only 28.3% of the population qualifies for the BPL benefit.

The recommendations of the Rural Development Ministry's committee on BPL surveys, chaired by Supreme Court-appointed food commissioner N C Saxena, seeks to double the population that benefits from the UPA's social sector schemes — both existing as well as those on the anvil like the ambitious Food Security Act and enhanced pension schemes. The expansion of the social security net is bound to substantially increase government expenditure.

The recommendations of the Saxena committee have emerged as a powerful voice on food policy front. The government must take a close look at his estimates because they are close to the tally compiled by States under the rural development survey. A larger fund must be allocated to them to fight poverty.

Right to Education Act

In spite of the Supreme Court ruling that the right to education is a fundamental right flowing from right to life itself, it is most unfortunate that unnecessary delays have been made as the central government dragged its feet on the implementation of the same. **AIFUCTO has been persistently demanding the enactment of the Act** and joined the movement for getting it done along with other teachers' organizations and like minded NGOs and individuals. After long procrastination and as many as four drafts prepared and amended, finally, The Right to Education Bill has been passed by the Parliament. But it is quite unfortunate that the Act doesn't provide for the education of Children of the age 0 to 6. More over the Act doesn't say how it is going to provide the funds for this vital project. This should be the plank for future action to ensure universal education for all Indian children. But it is unfortunate the issue of quality education based on common school system has been left out. **It is imperative that the additional financial burden to make Right to Education Act a success must be borne by the central government.**

Educational Reforms

India has been described as a subcontinent rather than as a country for its multicultural, multilingual, multireligious character. The vast size of the country and the ethnic plurality have been responsible for the adoption of educational policies endowed with diversification and improvisation. **Education plays a very crucial role in maintaining the diversity in unity.** That was the abiding necessity of putting education in the state list in our federal set up. During the short lived emergency time, education was put in the concurrent list by an amendment of the Constitution. Yet, the Indian Parliament did not pass a single law on the basis of this amendment in almost a quarter of a century and for all practical purposes education remained a state subject and all consultations were done by CABE. **All of a sudden the second UPA government has started talking about bringing legislation which is going to affect the entire educational structure of the country.** Over centralization can make for a top heavy administration and lead to total collapse. Further, there was no discussion at the appropriate forums. This certainly does not augur well and is certainly an ominous sign. It is disturbing that even the opposition parties have not yet intervened in effective manner. But we believe that a sustained movement by all those who are equipped with the knowledge, authority and determination can undo such moves. AIFUCTO will be in the forefront in this sacred movement, I can assure you.

Terrorist attack in Mumbai

The AIFUCTO strongly condemned the barbaric attack by the terrorists on innocent civilians and foreign nationals in Mumbai. We demand more efficient anti-terrorist measures so that massacres of such nature can be preempted and prevented in time and the loss of precious human lives and destruction of property may thus be minimized. The AIFUCTO extends its heartfelt condolences to the bereaved families and salutes the brave security personnel who sacrificed their lives in the line of duty.

PAY SCALES

Meeting with Shri Arjun Singh, Hon. Minister, HRD, UGC Chairman and Jt. Secretary, MHRD

As decided by the National Executive Council, an AIFUCTO delegation consisting of **the President, General Secretary and Prof. James William, National Secretary, met with Shri. Arjun Singh, Hon. Minister for Human Resources Development on 24-10-08 and presented the AIFUCTO Charter of Demands.** The Minister assured the delegation that the demands would be looked into. He also informed the delegation that the PRC Report, along with the recommendations of MHRD will be put up for the consideration of the Cabinet soon. The AIFUCTO delegation also met Prof. Thorat, UGC Chairman and Shri. Sunil Kumar, Joint Secretary, MHRD in charge of UGC Pay Review Committee Recommendations. The delegation requested the UGC Chairman to intervene with the MHRD on behalf of the Teachers. Shri. Sunil Kumar was apprised of the details of the AIFUCTO Charter of Demands. The issue of pay scales for university level officers, Accompanists, Instructors and Coaches was taken up with the Jt. Secretary, MHRD. The leadership met a number of Parliament Members and academicians of repute at Delhi to apprise them of our charter of demands and sought their support. The General Secretary held several rounds of talks with political leaders, MPs and eminent educationists on this issue.

Letter to Hon'le Prime Minister

General Secretary wrote a letter to Shri Manmohan Singh, Prime Minister on 13.11.2009 informing him that he was forced to submit to him that lakhs of university and college teachers of India had been anxiously awaiting the implementation of Revised Pay Scales and they were deeply perturbed over the inordinate delay in this regard. He requested Mr. Singh to intervene for an expeditious announcement of the new pay scales

Announcement of Pay Scales on 31.12.2008

The General Secretary, camping in Delhi urged the MHRD that the announcement was being eagerly awaited and further delay would cause great hardship and unacceptable delay, especially with the elections looming large and the model code of conduct. After a great deal of lobbying and persuasion, finally, the MHRD notified the pay scales on 31.12.2008 for college and university teachers. While welcoming the decision for placement of Selection Grade Lecturers /Readers in pay band IV and the introduction of the post of Professor in all colleges, the leadership analyzed the possible obstacles and important challenges in implementation of the new scales and the likely impact on the quality of education thrown up by the notification. Four days later, the General Secretary apprised the NEC on 04.01.09 of the repeated and many interventions made by AIFUCTO at different stages, starting with the appointment of the Pay Review Committee to the final Notification of MHRD on 31-12-08. He said that the timely intervention of AIFUCTO helped ensure a better deal for teachers. However, the demand for 100% finance from the Central govt and supported by the Chadha committee was not accepted and the demand to get some categories of teaching staff like accompanists, instructors, coaches and system analysts into the ambit of the UGC recommended pay scales were ignored.

Meeting with UGC on 5.1.2009

The AIFUCTO Office bearers had a formal discussion on the MHRD Notification with the UGC on 5.1.09 in which the Chairman, the Vice chairman and the Secretary also were there. The AIFUCTO leadership elaborated on the implications of the MHRD Notification on the salary and service conditions of teachers, on the need for uniform and simultaneous implementation of the scales in all the States and on ensuring the quality of higher education. **The AIFUCTO leaders effectively communicated their serious apprehensions on all the three fronts.** The Chairman, UGC told the AIFUCTO that its apprehensions will be addressed. AIFUCTO's position that teaching and extension should be treated on a par with research was accepted in principle by the UGC and the Chairman assured the leadership that AIFUCTO's detailed proposals in this regard would be discussed and decisions taken at the appropriate

forums. Affiliates were therefore requested to send their proposals in this regard within 15 days to the General Secretary, on the basis of which detailed proposals could be put forth for the consideration of the UGC. The UGC had assured the leadership that the UGC Notification and Fitment Table on revised scales for college and university teachers would be issued shortly.

Meeting with MHRD on 5.1.2009

The AIFUCTO leadership submitted the AIFUCTO CHARTER OF DEMANDS to Shri Sunil Kumar, Joint secretary in charge of Pay Review at the MHRD, who assured the leadership that the representation will be carefully looked into by the MHRD at the appropriate level. All affiliates were requested by the Secretariat to start negotiations with the State Governments for the immediate implementation of the UGC Scales. The AIFUCTO simultaneously took up relevant issues with MHRD and UGC, so that the objective of uniform and simultaneous implementation of the scales throughout the country became a reality. **However, sensing dithering, a timely decision was taken to organize a Protest Dharna at Delhi on 23.02.09 to highlight our demands.**

PROTEST DHARNA PROGRAM AT JANTAR MANTAR, NEW DELHI AND MARCH TO PARLIAMENT

A massive rally was held at Delhi on 23-2-09 by University and College teachers from across the country under the banner of All India Federation of University and College Teachers' Organizations demanding increase in Central assistance for the implementation of revised UGC scales in State universities and colleges and issuance of the enabling UGC regulations. More than 5000 teachers from Kashmir to Kanyakumari took part in the Dharna and March to Parliament Programme. Secretariat members, Office bearers and leaders of affiliates addressed the rally and demanded implementation of the new pay scales through-out the country without further delay, 100% central assistance and proper UGC regulations.

MEETING WITH PROF. THORAT, CHAIRMAN, UGC

The AIFUCTO leadership held discussions with Prof. S.K Thorat, Chairman UGC in the evening. The UGC assured them that the UGC notification on the new Pay Scales would be issued immediately and that regulations would be finalized only after detailed consultations with the teachers' organizations. **We suggested that there should be a nation - wide consultation on this issue as was done for the Chadha Committee.** A detailed memorandum was submitted to the Chairman, UGC in this regard.

General Secretary maintained the camp office in New Delhi and mostly stayed in New Delhi for regular contact with UGC, MHRD, Members of Parliament and other eminent personalities. He was assisted by teacher leaders from U.P, Haryana, MP and Punjab.

FURTHER DEVELOPMENTS REGARDING PAY REVISION

The General Secretary took up the issue of clarifications with the UGC and MHRD. As a result, UGC wrote to the Education Secretaries of all States. **But the fitment table was yet to be sent. General Secretary came to know that there were differences between MHRD and the Ministry of Finance on the issue of proper fitment table.** He insisted on the officers of these ministries that the issue should not remain unresolved and a decision must be taken forthwith. Mr. Sunil Kumar, JS, MHRD, UGC officials and Mr. R.Chakraborty, Deputy Secretary, MHRD informed that States may claim Central share of enhanced expenditure and disburse 40 % of arrears among teachers taking an undertaking without waiting for any fitment table. **However, we urged the MHRD to advise the State governments to go for immediate implementation.** We further demanded that the fitment table be made available, notwithstanding the advice. The General Secretary maintained utmost vigilance and very close contact with all concerned.

In the meantime Tamilnadu teachers received an interim relief of 3 months salary, along with State Government employees.

General Secretary's meeting with UGC

The GS met UGC officials on 31st of March and conveyed the NEC resolutions regarding the fitment table. It was pointed out that the delay in this regard was undesirable and immediate action should be taken by the UGC.

General Secretary's meeting with MHRD officials

The GS met Mr. Sunil Kumar, Joint Secretary and Mr.R.Chakraborty, Deputy Secretary on 01.04.09 to express the concern of AIFUCTO and demanded immediate action to resolve the stalemate regarding the fitment table for quick implementation.

Meeting with Mr. Pranab Mukherjee

The General Secretary met Mr. Pranab Mukherjee, Hon'ble Minister, Govt. of India, who became Minister of Finance and submitted a memorandum drawing his attention to the inordinate delay in the issue of fitment table. He was urged to intervene as teachers were the only salaried section yet to get pay revision. Shri Pranab Mukherjee wanted details which were given and this meet in a way helped give a vital thrust. We thank Prof. Pradip Bhattacharya for taking an active interest in the matter and facilitating the meeting with Mr. Mukherjee which was held on 02.04.06.

Delhi Camp office

The General Secretary, AIFUCTO was camping in Delhi in pursuit of the elusive fitment table which was crucial to wage revision. He met with the MHRD officials several times and emphasized the urgent need to find a solution. **We told them that all other sections in the salaried sector had received the enhanced benefits and the university and college teachers were the only people asked to wait for what appeared to be eternity.**

The General Secretary had a meeting with Sri Sunil Kumar, Joint Secretary, MHRD on 17th of April and conveyed the anguish and growing resentment of the college and university teachers all across India. The concern of the NEC meeting at Bhubaneswar was conveyed to him. This meeting was also attended by the President of FEDCUTA. We reached the consensus that the MHRD would immediately issue instructions to the State Governments so that fixation may be done expeditiously. The General Secretary also discussed the matter with UGC and demanded immediate solution and conveyed the sentiment of teachers. But the central government university and college teachers' salaries were already fixed and they were in no hurry to demand the release of fitment tables.

As a last effort to avert direct action by the AIFUCTO, the General Secretary met Mr. R.P.Agarwal, Secretary, MHRD on 1st of May, 2009 and drew his attention to the plight of university and college teachers in the States as the revised pay scales as notified by the MHRD were yet to be implemented even after four months of the notification. **There was little possibility of the implementation of the pay revision by States as the fitment table was yet to be released by the MHRD.** It was noted that even though MHRD issued a press release on 12th of February, 2009 with clear message to the States that they could implement the revised-scales pending fitment table on ad hoc basis, there was no response whatsoever from them. The General Secretary pointed out that the delay had caused widespread grievance and agitation among the teachers through-out the country and the AIFUCTO National Executive expressed great concern at the continuing and avoidable impasse. Immediate action was demanded by the General Secretary to end the stalemate. Subsequently a letter was sent to Mr.Agrawal in this regard.

Release of Fitment Table

Finally the Fitment Table was released by the Secretary, MHRD on 4th June, 2009, and subsequently sent to the states by the UGC. The table deviated from the 6th CPC formula as one bunching effect was denied to the teachers in pay band four. We wrote to UGC and MHRD protesting the discrepancy and immediate rectification. However, the leadership decided to accept it under protest and started negotiations with the state governments for early implementation of the new pay scales.

Implementation of the new pay scales in states and movement programmes in states

The Arunachal Govt. was the first to issue fixation order on ad-hoc basis and paid 40% arrears. The teachers of Haryana, under the banner of the Federation, HFUCTO built up a very strong movement and the State govt. had to issue an order to pay 40% arrears of the new pay scale. The HFUCTO adopted university-wise programs culminating in a massive Dharna in Panchkula near Chandigarh on 12.05.09 demanding implementation of MHRD order in toto. The Punjab Federation of University and College Teachers' Organizations resorted to various programs to pressurize the Govt of Punjab for implementing the pay scales. Teachers' associations in many other states also chalked out appropriate programs to press the demand for implementing new pay scales. Teachers' associations of Bihar, Jharkhand, Madhya Pradesh, and Orissa resorted to various programs for the implementation of pay scales.

MAHARASTRA

ALL the ten non-agricultural universities in Maharashtra and their affiliated colleges remained shut for 45 days since July 14, 2009 as more than 30,000 teaching staff of these institutes struck work following the call for indefinite strike given by the Maharashtra Federation of University and College Teachers' Organizations (MFUCTO). **This strike action had been foisted on the teachers by the callous and belligerent attitude adopted by the state higher education department on the implementation of the Composite Pay Revision Scheme.** The MFUCTO held demonstrations in ten university headquarters and yet again submitted memoranda to the chief minister and higher education minister reaffirming the charter of demands and resolution to proceed on indefinite cease work from July, and called for their immediate intervention. The MFUCTO executive committee intensified the cease work, and held a jail bhara before Independence Day to demand intervention by the chief minister and break the impasse. The teachers responded in big numbers to the jail bhara programme with over 10,000 courting arrest in each of the ten universities. **Professor B T Deshmukh, the senior most elected member with over 30 years' legislative experience, tendered his resignation to the chairman of the legislative council. His resignation sent shock waves throughout the political establishment and highlighted the disdain shown by the bureaucracy towards democratic institutions and elected representatives.** The teachers stood firmly with the MFUCTO and maintained their impregnable unity throughout the strike, transcending various shades of political opinions and other differences. Because of the intensity and strength of the cease work, the revised pay structure of the HRD ministry was accepted by the government and duly notified. **It is a testimony to the maturity of the teachers as well as the MFUCTO, who have wrested three of the last four pay revisions from the government of Maharashtra only after epic struggles!**

The Secretariat, AIFUCTO expressed its solidarity with the striking teachers. Prof. Asok Barman, General Secretary, visited the state and participated in the agitation programs in Mumbai and Pune. He addressed the meetings and press conference organized by MFUCTO. The Secretariat drew the attention of Mr. Kapil Sibal, Hon'ble Minister, HRD and Prof. S. Thorat, Chairman, UGC to the ongoing agitation and sought their intervention for the implementation of pay scales.

GENERAL SECRETARY'S PROGRAM IN DELHI ON 24TH JULY, 2009

General Secretary met and requested Mr. Kapil Sibal, Hon'ble

Minister, HRD to meet the AIFUCTO Secretariat to discuss various issues concerning higher education. Subsequently the General Secretary was informed that a meeting would take place on 10.08.09. The Secretariat members of AIFUCTO met Mr. Kapil Sibal and discussed the demands of AIFUCTO. A memorandum to this effect was submitted to him.

Latest position**Implementations**

The AIFUCTO leadership instructed all affiliates to adopt appropriate programmes for an early implementation of the new UGC pay scales in toto. We acknowledge the great achievement of many of our affiliates in this regard. We also congratulate other affiliates who are fighting gallantly for the implementation of the pay scales.

The following States have implemented the pay scales: Uttar Pradesh, Arunachal, Goa, Maharashtra, Haryana, Jammu and Kashmir, West Bengal, Punjab, Tamilnadu, Pondicherry and Rajasthan. As only these states have implemented the revised pay scales, we are worried about the whole lot of teachers in other states for whom wage revision is still a distant dream. **The revised pay scales order of Gujarat Govt. is an act of brazen violation of the Govt. of India order and is anti-teacher in nature. We condemn the stand of Gujarat Govt. and demand immediate withdrawal of the order and issue of a fresh order as per the MHRD order.**

Teachers in Bihar won a legal battle as the high court passed an order in favour of teachers who petitioned for the implementation of UGC/MHRD recommendation of the superannuation age of 65 years.

Pay scales for part-timers, contractual and ad-hoc teachers, accompanists, system analysts, coaches and instructors

AIFUCTO has been demanding for a long time appropriate pay scales for all these categories of academic staff. It is a matter of great concern that nothing has been done so far. We have drawn attention of MHRD and UGC to take care of the plight of all our colleagues in these fields. There has been no improvement in the situation. We resolve to take all measures to ensure justice to our colleagues.

UGC Regulations

UGC was mandated by the MHRD to prepare appropriate regulations in the order of 31.12.2008. Since the new pay scales involved a number of aspects that needed appropriate regulations; the Secretariat attached great importance to this. The General Secretary was in constant touch with the UGC. **AIFUCTO leadership demanded that the regulations should be finalized only after detailed consultations with the teachers' organizations.** We suggested that there should be a nation wide consultation on this issue as was done for and by the Chadha Committee. A detailed memorandum was submitted to the Chairman, UGC in this regard. Prof. Thorat, accepted the suggestion of AIFUCTO for a nation wide discussion. Accordingly meetings were held in Hyderabad, Pune, Kolkata and Delhi. The General Secretary was present in all the meetings other than the Pune meeting. Prof. Mankar, Prof. Tapati Mukhopadhyaya, Prof. K.C. Ajwalia all office bearers led the discussions in the Pune meeting. Prof. Laxminarayan, Prof. R. Halesh, Prof. Jaya Gandhi, Prof. K.G. Palani all AIFUCTO office bearers, Prof. A.M. Narahari and other leaders took part in the discussion at Hyderabad. **In the Delhi meeting, the President and the General Secretary presented AIFUCTO's views on the draft regulation and submitted a detailed document.**

..to oppose the actions of Orissa Govt. regarding the introduction of state pay scales for teachers and denial of UGC pay scales to teachers appointed after 1989.

(See para 3 of Movement Resolution on page 181 of this Bulletin)

The General Secretary was in constant touch with the UGC Chairman and Secretary to monitor the progress of the work and at the same time demanded an early announcement of the regulations.

A meeting took place on 22.09.09 at Delhi. The meeting was attended by the UGC Chairman, Vice Chairman, Secretary and Joint Secretary and the General Secretary, AIFUCTO and the leadership of FEDCUTA. Prof.Thorat reported that the Expert Committee had submitted the final report to the UGC. The leaders in the meeting demanded the report should be made public and comments invited before the finalization of the same. **Prof.Thorat accepted the demand and accordingly a copy was mailed to the General Secretary, AIFUCTO. Further, the same was put on UGC website so that all stakeholders could present their feedback.** The General Secretary contacted all state leaders, office bearers and former leaders through telephone, e-mail and posting in the website and requested them to send feedback immediately. **On the basis of all inputs a document was prepared by the Secretariat.**

General Secretary's meeting with UGC on 8th October, 2009

General Secretary had a meeting with Dr.R.K.Chauhan, Secretary, UGC and Dr.K.C.Pathak and submitted the feedback on the report of the regulations committee. He informed UGC that the Ahmedabad conference would take up the issue and we might have to submit a rejoinder. He requested Dr.Chauhan that the AIFUCTO leadership should be invited to meet the Commission members for a discussion before the finalization of the regulations.

The AIFUCTO Secretariat is taking great care and constantly monitoring the progress in respect of the regulations so that proper, justified and inclusive regulations are framed.

NEC meetings

NEC MEETING ON 4-1-2009.

The National Executive Committee of AIFUCTO met at Gandhi Peace Foundation, New Delhi on 4.1.2009 to take stock of the situation arising from MHRD notification dated 31.12.2008 on UGC scales of pay for college and university teachers. More than 100 NEC members attended the meeting.

The NEC While welcoming the decision for placement of Selection Grade Lecturers /Readers in pay band IV noted that important challenges lay ahead of implementation. There was a comprehensive discussion on all pending issues. A large number of NEC members presented their views and analysed the MHRD Notification and also presented their suggestions for the future course of action. **It is this NEC meet that authorized the Secretariat to finalize the CHARTER OF DEMANDS and a PROGRAMME OF ACTION for putting pressure on the Central/State Governments and the UGC for timely implementation of the scales,** in accordance with the modifications demanded by AIFUCTO. The NEC also authorized the Secretariat to take appropriate decision on framing by-laws for the conduct of organizational elections. Accordingly Election By-laws were adopted in the Bhubaneswar NEC meeting.

Secretariat Meeting on 4.1.09

The AIFUCTO Secretariat which met immediately after the NEC meeting finalized the AIFUCTO CHARTER OF DEMANDS for the implementation of UGC Pay scales throughout the country with immediate effect, a copy of which is attached herewith. **The Secretariat also decided to simultaneously address UGC, MHRD and the State Governments on the basis of the charter of demands to ensure timely implementation of the scales in accordance with AIFUCTO Charter. Accordingly, it was decided to hold massive demonstrations at all state capitals on 28-1-09 and at Delhi on 23.2.2009.** The slogan for both Programmes was to be the same: IMPLEMENT UGC SCALES AND AIFUCTO CHARTER OF DEMANDS. While appropriate forms of demonstrations could be decided state wise, the Delhi Programme was decided as: DHARNA at

JANTAR MANTAR from 10 AM to 1 PM, to be followed by a MARCH TO PARLIAMENT at 1 PM. All the affiliates were requested to ensure maximum participation for the demonstrations at the program in the State Capitals and Dharmas at Delhi.

NEC meeting held on 23.03.09 at Bhubaneswar, Orissa

The NEC meeting condoled the untimely demise of Prof.L.N.Pandey, Vice President, AIFUCTO and General Secretary, FUPUCTA. The meeting paid glowing tributes to the departed leader for the outstanding contribution he made to the teachers' movement of Uttar Pradesh and AIFUCTO. A condolence resolution was adopted.

Prof. Thomas Joseph, president, observed that the final stage of pay revision was in progress and all steps were to be taken to complete the remaining tasks. He also observed that the forthcoming general election was an opportunity to strengthen the democratic and secular forces of the country for inclusive development.

The General Secretary presented a detailed report on the latest developments regarding the progress of the pay revision process. Though UGC informed in the letter dated 28th February that the fitment table would be issued as and when available from MHRD, till date it had not been issued. However, Mr. Sunil Kumar, Joint Secretary reiterated that the states could proceed to fix the teachers in new pay scales on ad hoc basis.

Though a number of states initiated the process of pay fixation, only two states, namely West Bengal and Uttar Pradesh had issued pay revision orders and Tamil Nadu teachers received an ad hoc payment of three months salary. It was this **NEC meeting which resolved to urge the UGC to take up the issue of fitment table and also write to the state govts. to implement the scales without waiting for the fitment table.** This NEC further resolved to urge the UGC to finalize the UGC Regulations after consultations with the teachers' organizations as was discussed at the meeting of 23.02.09 with the UGC chairman. It was also resolved to urge the UGC not to have separate regulations for the minority institutions as was expressed in a few press reports.

Prof.B.Vijay Kumar, General Secretary, FISE narrated the recent activities of FISE and gave a call to strengthen the movement against liberalization, privatization and globalization, led by World Federation of Trade Unions.

Prof.K.G.Palani, General Secretary, TNGCTA was elected as the Zonal Secretary (Southern Zone). The Secretariat also decided to renew the appeal to the affiliates to send the STRUGGLE FUND @ Rs. 100/- per member to the Treasurer, AIFUCTO at the earliest.

NEC Meeting held in Shillong, Meghalaya on July 6, 2009

The next NEC Meeting was held in St. Anthony's College, Shillong, in Meghalaya on July 6, 2009. The meeting was hosted by the Meghalaya College Teachers' Association. A good number of delegates attended the meeting.

Prof.Thomas Joseph, President highlighted the changes and challenges of higher education in India. The General Secretary presented a detailed report on the developments on various issues. The affiliates reported on the ongoing negotiations / agitations regarding the implementation of the revised pay scales. **The members expressed concern at the delay of the implementation of the pay scales in many states.**

This NEC Meeting noted that the states need not wait for the UGC regulations for pay revision and resolved to demand the implementation of the pay scales in the states pending the finalization of the UGC regulations. It was noted that the UGC had clearly observed that the finalization of the regulations was not required for the purpose. **The General Secretary reported that Goa and Arunachal had implemented the pay scales.** West Bengal had granted ad hoc monthly payments and Tamil Nadu and Haryana had paid an interim relief.

The meeting also noted that as per MHRD order the teachers who had been placed in Readers/Selection Grade Lecturers after

1.1.2006 up to 31.12.2008 should be placed as Associate Professor on their completion of three years service in the said post. **The NEC also decided to make a close study of Prof. Yashpal Committee recommendations with a view to formulate AIFUCTO's policy in this regard.** The NEC decided to organize seminars in different parts of the country to discuss the report of Prof. Yash Pal Committee. It was decided that the first seminar would go to Pune.

However, the seminar could not be held due to the indefinite cease work in Maharashtra. It was this NEC that had brought us all to this Statutory Conference

Yash Pal Committee report

Prof. Yashpal committee report on higher education is a curious document in many ways. Yashpal exceeded his limited mandate which was only to make a progress report on the performance of UGC and AICTE. **The nomenclature of the Committee was changed from "UGC /AICTE Review Committee" to "Committee to Advise on the Renovation and Rejuvenation of Higher Education"** But the office memorandum permitting the name change categorically states that the constitution and the terms of reference of the committee would remain the same.

The hasty acknowledgment of Yashpal committee report and National Knowledge Commission (NKC) report by Kapil Sibal, the new HRD Minister, as his Bible for reforms and his ominous assertion that reforms cannot wait give little respite for such idle curiosities. "What Manmohan Singh did to the economy in 1991 must be done to the education sector in 2009", the HRD Minister has stated. It is not accidental that he has clubbed the Yashpal and NKC reports together. While there are basic differences between the brazenly pro-reform approach of NKC and the humane and academic orientation of the Yashpal committee recommendations, the major administrative recommendations of both NKC and Yashpal appear to be the same. Though Yashpal protests that his brainchild National Commission for Higher Education and Research (NCHER) is different from Independent Regulatory Authority for Higher Education (IRAHE) mooted by NKC, the obvious resemblances in the constitution and powers of the institutions cannot be overlooked. One of the important drawbacks in the structure of NCHER as recommended by Yashpal is that it has ignored the importance of consultative process in the evolution of educational policies. The NCHER, as it is presently conceived, is a body of seven wise men. It is assumed that they will be able to rise above narrow prejudices and personal biases in policy formulation and implementation.

The proposed NCHER is likely to collapse under the weight of its responsibilities, if ever it makes an attempt to grapple with all of them. The proposed NCHER could take over the academic responsibilities from the existing agencies and remain contented with it. **A separation of academic and funding responsibilities and an arrangement for sharing such responsibilities by different agencies are likely to ensure better results in respect of both than combining them under one roof.**

In a meeting with Mr. Kapil Sibal, AIFUCTO demanded a nation wide consultation, discussion in CABE and Parliament and all other forums. The teachers' organizations and noted academicians must be involved in the exercise. **We have started discussions and will organize seminars to present to the nation a comprehensive document on the issues and challenges facing the higher education.** The theme of the seminar of this conference is exactly the same and I do believe that the papers presented here and discussions will enrich us with valuable inputs.

Teachers' Movement Journal

The regular publication of our journal-Teachers' Movement is indeed gratifying. The journal has become a part and parcel of the AIFUCTO movement. All important documents along with articles on contemporary issues have been immensely useful. I acknowledge the role of Prof. B. Vijay Kumar, Member of the Teachers' Movement Editorial Board and our former General Secretary in making this possible.

Our website:

We are very happy that our website has now become an extremely important instrument for the functioning of AIFUCTO. This has made possible to appraise the affiliates and lakhs of teachers of the latest developments regarding all important issues. We could overcome the serious problems resulting from the inordinate delay in the postal delivery system with the help of the website. The leadership could collect the feedback on various issues promptly by making use of the website and e-mail. I personally think that the ICT culture has increased to a great extent. We should now improve the facility for even greater use of the website.

Retired Teachers' pension and formation of AIFRUCTA

Pension to retired teachers

AIFUCTO has been demanding the extension of enhanced pension to the teachers at par with the pension of central govt employees following the 6th CPC. General Secretary, AIFUCTO met MHRD officials and UGC Secretary, discussed and submitted letters demanding an appropriate order. The content was as follows.

"As per the Government of India orders cited the Selection Grade Lecturer/Reader completing 3 or more years of service retiring after 1-1-2006 shall be eligible for a minimum pension of Rs.23,200/-(as they have retired in pay band IV of Rs. 37400-67000 with A.G.P.9000) (As per Sub- Para ix to xi of Para 2 of the above said G.O.) In the case of pre 1-1-2006, **retirees, who have retired putting more than 3 years of service, are given a minimum pension of Rs.11,800/-**, which is almost half of the amount of post 1-1-2006 retirees on the plea that they were retired in the scale of Rs.12,000-18,300 which was only equated to pay band III of Rs.15600-39100. (Statement showing comparative revision of pay scales and the effect of pension is appended). This is unjust and against the spirit of Supreme Court judgment which opposes to create a class among the same set of persons by having a cut off date. In this connection, we would like to state that in the case **D.S.Nakara and others Vs. Union Government of India (ISCC 305/1983) the Supreme Court held that "the fixation of cut off date as a result of which equals were treated as unequals:and for the purpose of entitlement and payment of pension to those who retired by a certain date and those who retired thereafter is wholly arbitrary and did not stand the test of Article-14. The object sought to be achieved was not to create a class within a class, but to ensure that the benefits of pension were made available to all pensioners of the same class equally"**. In a related judgment (L & S 838/2008) dt 9-9-2008 between Union of India versus SPS Vains (Retd) and other respondents, **The Supreme Court has reiterated the same.** The problem has to be viewed, even taking into consideration that in spite of Government of India /Ministry of Human Resource development/ University Grants Commission guidelines of fixing of the age of retirement at the age of 65, many teachers in many states are retiring at lower ages ranging from 55 to 62. As such, **we request the Government of India to issue a specific order that the pre 1-1-2006 retirees who have put in 3 years or more in their service as a Selection Grade Lecturers/Reader, shall be made eligible to a minimum pension i.e., 50% of pay band IV i.e.,37,400-67,000 with academic grade pay of Rs.9000/- We sought the intervention of UGC and MHRD to resolve the problem and help the retired teachers."**

All India Federation of Retired University and College Teachers' Associations

There have been preparations for the last few months to form an all India association of retired university and college teachers to take care of the problems of retired teachers.

I am happy to inform all of you that the All India Federation of **Retired University and College Teachers' Association has been formed** and the first General conference was held on 13.09.09. at Hyderabad, Andhra Pradesh. **The new Association and AIFUCTO would work in close cooperation.**

Prof. Mrinmoy Bhattacharyya, former General Secretary of AIFUCTO and FISE presided over the Conference. Dr.T.Meinya, M.P and former Minister for Higher Education, Manipur was

the Chief Guest. Prof.K.K.Thekedath, former President, AIFUCTO, Prof.B.Vijay Kumar, General Secretary, FISE addressed the conference and underscored the need for such an association.

The Conference adopted a constitution. The following members have been elected Patron, President and General Secretary.

Patron : Dr.T.Meinya, M.P

President: Prof.K.K.Thekedath

General Secretary: Prof.K.T.Venkatacharyulu

Address: SR, 253 Seetharamnagar, Near Safilguda Rly Station, Ramakrishnapuram,

Hyderabad-500 056, PH: 04027221130, (Mob) 09440522353

All retired teachers and state level bodies of retired teachers are requested to contact, General Secretary, AIFRUCTA

AIFUCTO organizational meetings related to pay scales

During this period a number of organizational meetings were held at different parts of the country. The Secretariat decided to hold the meetings with the objective of preparation for a sustained movement in case the situation demands. Thus we continued our dialogue with UGC and MHRD on the one hand and built up movement preparation on the other. Both went hand in hand.

All these meetings were extremely encouraging and proved the solidarity of our organization. We thank and congratulate the organizers of all these meetings and urged all others to do the same. On the basis of available information, I report as follows.

Meeting at Kanpur, Uttar Pradesh

An organizational meeting was held at Armapur PG College, Kanpur, Uttar Pradesh on 9.11.2008. Prof.G.S.Gupta, President, KUTA and Prof.Vivek Dwivedi, GS, KUTA made excellent arrangements and the meeting was a great success as a very large number of teacher leaders and teachers of UP were present. The meeting was presided over by Prof. Ghanasyam Singh, President of the FUPUCTA and Zonal secretary, AIFUCTO. The meeting was addressed by Prof.L.N.Pandey, Vice-president AIFUCTO and General Secretary, FUPUCTA and Prof.G.S.Gupta. Prof.Pandey outlined the AIFUCTO demands and urged the members to strengthen the organization. The General Secretary, AIFUCTO apprised the members of the latest developments. The participants assured the AIFUCTO leadership that teachers of UP would provide all kinds of support to the movement program as when announced.

A successful press conference followed the meeting. We thank the authorities of Armapur PG College and KUTA leadership for the warm hospitality.

Meeting at Rohatak, Haryana

A meeting of the leaders and members of Haryana was held at M.D University, Rohtak, Haryana under the aegis of MDUTA and the State Federation .The meeting was organized by Prof.Vazir Singh Nehera, President and Prof. Subhash Sharma, General Secretary, MDUTA. This was a very effective meeting as a good number of leaders of Haryana along with a number of NEC members were present. General Secretary, AIFUCTO explained the latest developments in regard to the pay revision exercise and urged the leaders to take all preparations for a sustained struggle. Prof. Pawan Kumar, Zonal Secretary and

ALL INDIA FEDERATION OF UNIVERSITY AND COLLEGE TEACHERS' ORGANIZATIONS

XXV STATUTORY CONFERENCE-AHAMEDABAD, GUJARAT

10-12 October 2009

ELECTED OFFICE BEARERS : 2009-2011

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Prof.S. Laxminarayana
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TREASURER

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Prof. Ghanshyam Singh
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Prof.Ghanashyam Gupta
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Kanpur-24,U.P

Zone-8 South II

Prof.K.G.Palani.
New no-3, Perumal Mudali
Street, Royattetah,
Chennai- 600014

other leaders addressed the meeting and assured the AIFUCTO leadership that Haryana would play a very effective role in the movement that may have to be launched for realizing our demands. We record our gratitude to MD University, MDUTA, Prof. Vazir Singh Nehera and Prof. Subhas Sharma for kind hospitality.

Meeting at Chandigarh, Punjab

An organizational meeting was held at G.G.D.S.D College, Chandigarh, Punjab. Prof. Jagwant Singh, General Secretary, PCCTU coordinated the meeting. We thank Prof. Singh and the G.G.D.S.D College administration for warm hospitality. Leaders of all affiliates of Punjab and Himachal Pradesh were present. The meeting was addressed by Prof. R. Kayastha, President HPCLA and Vice-President AIFUCTO and Prof. Jagwant Singh, GS, PCCTU. The General Secretary, AIFUCTO presented a detailed report on the developments regarding the pay revision and requested all participants to further strengthen the organization. The meeting was very effective and leaders exchanged their opinions. General Secretaries and Presidents of all affiliates participated and they assured the AIFUCTO leadership that Punjab would play a historical role as they did on all earlier occasions to organize any movement to realize our demands. There was a press conference at the end of the meeting. Several other meetings were held under the banner of FPUCTA. Prof. Jagwant Singh, General Secretary, FPUCTA took great interest in organizing the meetings.

Meetings at Bhubaneswar, Orissa

A series of meetings were held in Bhubaneswar, Orissa to strengthen the organization and interact with the leaders and teachers of Orissa. General Secretary, AIFUCTO and

Prof. Amiya Mohanty, Vice-President were present in all the meetings. A meeting of Orissa Government College teachers was held on November 23, 2008. Another meeting was held with the leaders of AONGCTA the same day. In the evening another meeting was held with the members of the Joint Coordination Committee of University and College Teachers' Organizations. The meeting was followed by a press conference. In all the meetings, GS, AIFUCTO informed the teachers about the latest developments regarding pay review and dwelt on the need for a strong, powerful and united movement.

Meeting at Jharkhand

The General Secretary visited Dhanbad and Ranchi for a number of meetings. Prof. G.C. Jha, Zonal Secretary, AIFUCTO, Prof. Saberia, Prof. K.C. Jha and other leaders participated in the meetings.

Meetings in Tamilnadu.

Organisational meetings were held in Tamilnadu under the leadership of Joint Action Council, comprising AUT, TNGCTA and MUTA. Prof. J. William, National Secretary, Prof. Jaya Gandhi, Vice-President, Prof. K.G. Palani, Zonal Secretary held discussions with the members and conveyed the messages of AIFUCTO.

Meetings in Karnataka

Several meetings were held in Karnataka under the leadership of FUCTAK, Prof. A.M. Narahari, President, FUCTAK, Prof. R. Halesh, Vice-President and other leaders addressed the meetings.

Haryana

The state Federation of Haryana organized meetings in several places. Prof. Pawan Sharma, Zonal Secretary, AIFUCTO, Prof. V.S. Nehera, President, MDUTA and Prof. Rajbir Parasar, General Secretary of the Federation and other leaders addressed the meetings.

EWS OF AFFILIATES

WBCUTA Conference at Malda, West Bengal

WBCUTA conference was held on 15th and 16th November, 2008 at Malda, West Bengal. Prof. Sadiqul Islam, National Secretary, AIFUCTO was the Secretary of the Reception Committee. We congratulate him as the Conference was a great success. More than two thousand teachers participated in the

Conference. President and General Secretary, AIFUCTO addressed the meeting. Sri Buddhadeb Bhattacharya, Chief Minister, Prof. Sudarshan Roy Chowdhury, Higher Education Minister were present and addressed the gathering. Prof. Mrinmoy Bhattacharya, former General Secretary, Prof. Sudhir Roy and Prof. Anil Bhattacharyya, both former presidents, AIFUCTO were present. The meeting was presided over by Prof. Subir Mukherjee. We congratulate Prof. Harish Sarkar for his election as the new president and Prof. Tarun Patra for his reelection as the GS, WBCUTA.

AONGCTA Conference at Puri, Orissa

All Orissa Non-Government College Teachers' Association organized its 25th Academic Conference at Surajmal Saha College, Puri on 16.11.2008. The conference was inaugurated by Sri Maheswar Mohanty, Former Speaker, Orissa State Legislative Assembly. This conference was also attended by eminent educationists like Prof. Abani Kumar Baral and many others. The conference resolved to participate in the movement called by All India Federation of University and College Teachers Organizations in order to build-up pressure on the Union Government for implementation of forthcoming UGC scales of pay and also to go for the state wide movement in the state of Orissa to press the Govt. for early redressal of long standing demands of the Association and correction of anomalies in the implementation of previous UGC scales of pay and extension of UGC scales of pay after 01.04.1989. The Conference was presided over by Prof. Rabi Ray, the President of the Association.

WEST BENGAL GOVERNMENT COLLEGE TEACHERS' ASSOCIATION

The 37th Annual Conference of WBGCTA was held on 24th & 25th January 2009 in the Derozio Hall of Presidency College, Kolkata. On the first day, a seminar entitled "Globalization and Role of Government Colleges" was inaugurated by the Honourable Minister in Charge of Higher Education, West Bengal Prof. Sudarshan Roy Choudhury. Prof. Subimal Sen, Chairperson, West Bengal Council for Higher Education spoke on the topic and highlighted the dangers of globalization in the arena of Higher Education.

On 25th January 2009 the conference was declared open by Prof. Prasanta Bhowmick, a retired teacher of the Government College. The chief guest Prof. Asim Dasgupta, Honourable Minister of Finance, West Bengal was present in the Conference and spoke on the issues of Higher Education in the state vis-à-vis the country.

GS, AIFUCTO could not attend the conference due to his pre-assigned business in Delhi. He sent his best wishes to the Association. It was attended by around 1300 members. In the business session Election Commission announced the names of Sri Syamal Kumar Basak as the newly elected general secretary and Sri Harendranath Bhattacharya as the president and other office bearers for 2009-2010.

TRIPURA GOVT. COLLEGE TEACHERS' ASSOCIATION

Conference of Tripura Govt. College Teachers' Association was held on 25th of January 2009 at Govt. Women's College, Agartala. The meeting was addressed by Prof. Arunoday Saha, VC of Tripura Central University, GS, AIFUCTO, Mr. Samarjit Bhawmik, Director of Higher Education, Tripura, Prof. Manik Deb, former Zonal Secretary, AIFUCTO, Prof. Ratan Deb, President TNGCTA, and many teachers of colleges and university. While speaking GS, AIFUCTO outlined the AIFUCTO activities and narrated the progress of the introduction of new pay scales. Prof. Satya Deo Poddar, President, Tripura University and College Teachers' Organisation expressed solidarity with the Conference.

A seminar on the "Trends of Higher Education-with special reference to Tripura" was organized. The papers presented in the seminar discussed various aspects of higher education in the context of globalization. Prof. Chameli Bhattacharya and Prof. Ratan Deb have been elected as President and General Secretary respectively. We extend hearty congratulations to them. We appreciate the role of TGCTA in the teachers' movement.

A press conference was held at the end of the meeting. GS, AIFUCTO explained the necessity of allocating more funds to higher education and expected that the new pay scales will be implemented in the state at an early date. Prof. Ratan Deb and Prof. Nabendu Sengupta addressed the press conference.

ALL NAGALAND GOVT. COLLEGE TEACHERS' ASSOCIATION

An extremely successful and well-attended Symposium on 'Enhancement of Higher Education in Nagaland' was jointly organized by All Nagaland Government College Teachers' Association and Kohima Science College, Jotsoma, Kohima on 3rd of February, 2009. The panel of speakers included Mr. Shurbozelie, Minister, Higher and Technical Education and Urban Planning, Govt. of Nagaland, Mr. A.M. Toshi, Director, Higher and Technical Education, Mr. Geoffrey Yaden, Editor, Nagaland Post, Dr. Niu Whiso Kuotsu, President, Education Society of Nagaland, Prof. Asok Barman, GS, AIFUCTO, Dr. Rudra, President ANGCTA. Dr. Vituo Belho, Principal, Kohima Science College presented welcome address and Prof. Wenyitso Kapfo, GS, ANGCTA thanked all participants. Mr. Shurbozelie declared that the govt. will do whatever is required and possible to bring about qualitative changes in the higher education system. He also stressed the need to improve the salary and service conditions of teachers.

A well-attended press conference was held and addressed by GS, AIFUCTO, Dr. Rudra and Prof. Kapfo. Dr. Rudra dwelt on the present scenario of higher education of the state and called for an all-out effort to improve it. GS, AIFUCTO urged the Govt. to implement the new pay scales and ensure improved pay structure of all categories of teachers. Prof. Kapfo reported the activities of ANGCTA and noted that the close link between AIFUCTO and ANGCTA is a source of strength to the teachers of Nagaland. All newspapers published the proceedings of the Symposium and the press meets.

Orissa

A convention of the university and college teachers was organized on 23.03.09 by the Joint Coordination Committee of Orissa teachers. The theme of the convention was 'Status of Higher Education in Orissa'. The convention was addressed by Sri Pyari Mohan Mahapatra, M.P. Prof. Abani Baral, former GS, AIFUCTO, Prof. Thomas Joseph, Prof. Asok Barman and Prof. Amiya Mohanty. The Convention was attended by a large number of teachers.

Kerala

All Kerala private College Teachers' Association held its 51st state conference on March 13, 14, 15 2009 at Calicut. Dr. Rajen Gurukkal, MG University Vice Chancellor, Sri Nilotpal Basu, Sri Elaamaram Karim, Minister for Industries, Govt. of Kerala and Prof. James William, National Secretary, among others, participated in various sessions.

The Conference elected Prof. K. Sasidharan as president, Prof. P. Raghunathan as General Secretary and Prof. D. Rajendra Nair as Treasurer. Congratulations to the newly elected office bearers.

The meeting discussed various issues including UGC pay scales implementations, recent amendments made in the NME act, comprehensive law for controlling the self financing institutions and the stand to be taken in the forthcoming Lok Sabha elections.

Uttar Pradesh

The Executive Committee meeting of Federation of U.P. University and Colleges Teacher's Associations (FUPUCTA) was held at Lucknow Christian College, Reid Hall, Lucknow on 29th of March 2009. The meeting was presided over by the President of the Federation Dr. Ghanshyam Singh. Prof. Asok Barman, General Secretary, AIFUCTO was the Chief Guest in the meeting. He informed that the teachers of many States are agitated due to the non availability of the Fitment Table for pay fixation. The meeting was apprised of the decisions of the last NEC meeting. The meeting adopted condolence resolution for the sad demise of the former General Secretary, FUPUCTA. Prof. L.N. Pandey and two minutes'

silence was observed. The GS, AIFUCTO, Prof. Ghanshyam Singh, President FUPUCTA and other speakers paid homage to the departed leader.

Dr. Kripa Shanker Singh, Senior Joint Secretary was nominated as the General Secretary and Dr. J.N. Shukla, of DAV College, Lucknow was nominated as the 'Working General Secretary' of the Federation. Heartly congratulations to them.

The Federation meeting was hosted by the Lucknow Christian College Unit of LUACTA and Dr. Rockey John, Secretary of the unit welcomed the participants. We thank the organizers for a highly successful meeting.

The General Secretary addressed a meeting of teachers organized by M.M.H. College Teachers' Association, Model Town, Ghaziabad, UP. He informed the teachers of the latest developments regarding the pay scale implementation.

West Bengal College Librarians' Association

The 22nd Annual Conference of West Bengal College Librarians' Association was held in Kolkata on 19th of April, 2009. The conference was a great success and librarians from all colleges participated. The meeting was presided over by Sri Ranjet Kumar Hazra. Sri Arun Kumar Ghatak, the General Secretary of the Association, presented the Annual Report which highlighted the activities of the association. The General Secretary AIFUCTO was the Chief Guest. He apprised the gathering of the latest developments regarding the AIFUCTO movements and the progress of the implementation of the new pay scales. He acknowledged the glorious role WBCLA has played during the movement of pay revision.

Andhra Pradesh

General Secretary's meeting with the NEC members and office bearers in Hyderabad

The meeting was held on 20th May, 2009 and was attended by Prof. Laxminarayan, Prof. Jaya Gandhi Prof. R. Halesh, all Vice Presidents, Prof. Palani, Zonal Secretary, Prof. A.M. Narahari, President Karnataka Federation and other leaders. The draft regulations and the stand of AIFUCTO were discussed. The implementation of pay scales in the concerned states figured in the discussion. Prof. Vijaykumar, former General Secretary and General Secretary, FISE participated in the discussion.

Jharkhand

The General Secretary along with Prof. V.P. Singh, National Secretary AIFUCTO visited Jharkhand on 14 and 15th May. A meeting was held with the state leadership at Dhanbad and discussion was held on the program of action to ensure the implementation of the pay scale in the state. Prof. G.C. Jha, Zonal Secretary and Prof. Saveria presented a detailed report on the pending issues. A press conference was addressed by the General Secretary and other leaders. The General Secretary and Prof. V.P. Singh addressed a meeting held in Vinoba Bhave University, Hazaribagh on 15th May, 2009 held at the invitation of Prof. Arvind Kumar, the Vice Chancellor of the University. The Department of Economics organized a seminar on 'The Role of Teachers in India'. Prof. Arvind Kumar noted the glorious role of AIFUCTO in improving the pay scales and service conditions of teachers. He extended an invitation to AIFUCTO to hold a NEC meeting in the University in near future.

Tamil Nadu

The 17th State Conference of TNGCTA, was held in the Madras University Centenary Building on 4th and 5th July of 2009. Prof. Asok Barman, General Secretary of AIFUCTO delivered the key note address. He appealed to the State Governments to expedite pay revision to college teachers of Tamil Nadu in the light of the fitment table already released. He further appealed to the State Government to involve the recognised teacher's union in any new move contemplated and not take away teacher's rights or block avenues to the poor sections which look to government colleges as the only means of higher education. Prof. J. B. Tilak of NUEPA inaugurated the academic seminar with a powerful and in-depth presentation on 'Private Sector in Higher Education: A few Stylized Facts'. Prof. Mrinmoy Bhattacharya, Prof. Thomas Joseph, President

AIFUCTO, Dr S S Rajagopalan, Prof E P Perumal and others made many valuable presentations. Prof Thomas Joseph dwelt at length on the 'Yash Pal Report'. On 5th July a massive rally was taken out by the members of the TNGCTA. Slogans were raised demanding ban on capitation fee in institutions of higher education, and the Government consult TNGCTA on all vital matters affecting teacher and student interest. The rally was a huge success in that all government college teachers in the State turned up in full strength to assert the vigorous presence of their union. Vice Chancellors of Madras, Periyar and other universities took part in the sessions. Dr C Subramanian, Former President of GCTA and former VC Tamil University delivered the Valedictory address.

The TNGCTA handed over in cash a sum of Rs one lac only towards the 'Struggle Fund of the AIFUCTO'. Congratulations to the leaders and members of TNGCTA.

Prof Tamilmani, President, Dr K G Palani, General Secretary along with a team of leaders and members worked round the clock along with the many committees of Chennai teachers to ensure the great success of the State Conference.

Meghalaya

An open session after the NEC meeting was held on 6.6.09 in St. Anthony's College, Shillong, Meghalaya. The session was presided over by Dr.K.D.Ramsiej, President MCTA. Fr.Warpakma, Chairman of the Reception Committee and Principal, and St.Anthony's College delivered the welcome address. Prof.H.Siyem, General Secretary, MCTA noted the activities of MCTA and its close relation with AIFUCTO. Prof.Siyem narrated the immediate demands of the MCTA which included: (1)Revision of pay scales from 1-1-06 (2)Revision of pay scales of teachers in Ad-hoc Grants in Aid Colleges (3) Restoration of other allowances for the teachers with effect from 01-01-1996 (4) Introduction of pension schemes for the college teachers (5) Creation of more posts of lecturers. Prof.K.K.Thekedath presented an incisive analysis of the present situation in India and expected that the teachers will play a significant role in future. Prof Thomas Joseph dwelt on the changes and challenges in the realm of higher education in India. Prof. Asok Barman highlighted the great role played by AIFUCTO since its inception and called upon the teachers to remain united and vigilant to safeguard and augment the cause of teachers, students and the society.

Smt.M.Ampareen Lyngdoh, Minister for Higher Education and Technical Education, Govt.of Meghalaya addressed the open session and hosted a dinner in the honour of the NEC members.

A joint delegation of AIFUCTO and MCTA comprising Prof. Thomas Joseph, Prof.Asok Barman, Prof.M.Joseph, Prof.Ramsiej, Prof.Manas Dasgupta and prof.M.N.Bhattachajee met the Chief Minister of Meghalaya, Dr.D.D lapang and apprised him of the immediate demands of AIFUCTO and MCTA.

Prof.Thomas Joseph and Prof.Asok Barman, accompanied by the leadership of MCTA visited a number of colleges and held meetings with the principals and teachers. All the meetings were very successful.

Jharkhand

The General Secretary met the leaders of Jharkhand in Ranchi on 12.07.09 and discussed the latest developments regarding the implementation of new pay scales and the agitation program. Prof.G.C.Jha, Zonal Secretary, AIFUCTO and leaders of all universities of Jharkhand were present.

A massive Dharna and Demonstration was held on 12.07.09 in front of the Raj Bhawan in Ranchi demanding immediate implementation of the new pay scales. Teachers from all the units participated in the programme.

General Secretary, AIFUCTO addressed the gathering and assured all support from the central leadership. He stressed the need for unity and organizing a sustained movement till the demand for new pay scales is not conceded.

The AIFUCTO General secretary led a procession to the Governors' House and a team comprising him, Prof.G.C.Jha, Prof.Babban Chowbey, Prof.Madhubans Jha, Prof. Sukh

Narayan Singh, Prof. Sukalya Maitra, Prof.B.K.Pius, Prof.B.K.Saveria and others met the Governor Mr.Sipte Razi who is also the Chancellor of all universities of Jharkhand. The delegation submitted a charter of demands and requested the Governor to take appropriate steps for the fulfillment of demands. The Governor took keen interest and assured the delegation that he would do everything to meet the demands of the teachers.

A well attended press conference was held in the evening of 12th July,2009. All the leading news papers and electronic media covered and published/telecast the press-meet.

FISE News

As far as FISE is concerned the year under review is full of activities. The formal consultative relation between UNESCO and FISE was coming to an end by the end of 2008. However, the 181st Session of the Executive Board of UNESCO decided to renew the formal consultative relations between UNESCO and FISE. A communication (dated 8th June 2009) to that effect was issued by the Director General, UNESCO.

WFTU: FISE participated in the WFTU delegation to Peoples Republic of China during 3-11, December 2008 at the invitation of All China Federation of Trade Unions. FISE participated in the Presidential Council meeting of WFTU, held at Nicosia, Cyprus 7-8 March 2009 and could meet TU leaders from Latin America, & Africa and discussed about mutual strengthening.

ILO: FISE participated in the 97 Session of ILO, at Geneva in June 2009 and intervened in the deliberation and stressed for the improvement of Decent Living Conditions of Workers including Teachers.

CEART meeting on 28th September,2009 Tenth session of the joint UNESCO/ILO Committee of Experts on the Application of the Recommendations concerning Teaching Personnel (CEART) was held at UNESCO Headquarters on 28th September,2009. FISE participated in it. The meeting was intended to monitor the adherence of (1) UNESCO/ILO Recommendations concerning Teaching Personnel (1966) (2) Recommendations concerning status of Higher Education Teaching Personnel (1997). FISE expressed concern over the weakening of public funded education system in different parts of the world. FISE desired UNESCO/ILO to act as pressure groups to strengthen public funded education system by attracting and retaining well equipped teachers.

MOST (Management of Social Transformation) meet of UNESCO

9th Inter Governmental Council meeting of MOST (Management of Social Transformation) of UNESCO was held at UNESCO headquarters during 28-30 September 2009. FISE participated in it. Much of the research/ studies made in Social Sciences are merely academic and hence not capable of leading to transformation. Keeping this in consideration, UNESCO has created an inter governmental organization - MOST. MOST is advised by a panel of experts drawn from social scientists of six different continents. Presently it is headed by a renowned social scientist from MIT. During the deliberations at MOST, it was emphasized that civil society organizations/ associations, can play an important role in bringing policy changes of their respective Governments. Policy changes come only from strong public opinions. All teachers associations which are basically civil society organizations can build up strong advocacy groups required for the removal of poverty and in preserving and strengthening of public funded education/ health / public transport systems. The present meeting was held at the time of deep financial crises and attended by several ministers and social scientists. It is unfortunate that ministries of education/ health / public welfare/ women and child welfare, from Asian countries including India & China have not taken keen interest in MOST.

UNESCO Conference 35th Session of General Conference of UNESCO is to be held at UNESCO Headquarters from 6th October to 23rd October 2009. We are hopeful of good participation from FISE units. FISE Participated in the WCHE-2009 (World Conference of Higher Education) held from 5th to 8th July 2009 at UNESCO headquarters.

FISE Participated in the 47th IBE meet held from 25th to 28th November 2008 at Geneva.

World teachers day; 5th October is observed as world teacher's day. Adoption of the convention of status of teachers in 1966, at a joint meeting of ILO and UNESCO was regarded as a momentous event for the teachers of the world and held as the Magnacarta of unionism among teachers. Celebrating this event, 5th October is observed as world teachers' day in more than 100 countries. FISE and its constituents have been in the forefront of this celebration. It took more than a quarter of a century to adopt similar declaration for higher education teaching personnel.

FISE called upon all of its affiliates to observe the 'world teachers day' in all seriousness and rededicate themselves to preserve and improve the public funded education system to achieve free access to quality education for all.

International Day for the Eradication of Poverty, 17 October 2009

"...poverty may be defined as a human condition characterized by sustained or chronic deprivation of the resources, capabilities, choices, security and power necessary for the enjoyment of an adequate standard of living and other civil, cultural, economic, political and social rights" (United Nations Committee on Social, Economic and Cultural Rights, 2001) "Poor people invariably lack adequate and secure livelihoods. In the countryside and cities, they experience unemployment, underemployment, unreliable casual labour-status, poor wages and unsafe working conditions. Education is the primary vehicle by which poor children and adults can lift themselves out of poverty. The exercise of the right to education is instrumental for the enjoyment of many other human rights, such as the right to work, to health and to political participation .We have to keep in mind that the fight against poverty calls for wide-ranging and multidimensional reflection. Poverty, as we know, is at one and the same time a question of access to resources, equity between men and women, the distribution of wealth and the sharing of knowledge.

FISE appealed all its affiliates to take all measures to take majority of the population from the trap of poverty by fighting for improved daily/ hourly wages, remunerative prices for agricultural commodities and free access to quality education & health care.

Asia-Pacific Region meeting of WFTU along with Seminar: on the theme "Rights at work and Social Protection in the Asia-Pacific Region and Evaluation of Social Dialogue in these countries." is to be held on 14th & 15th December 2009 in Dhaka, capital of Bangladesh.

ILO conference: As usual this 98th Session of ILO is to be held in May / June 2010 at Geneva. We are hopeful of good participation from FISE units.

As AIFUCTO happens to be the strongest limb of FISE, many times the majority of FISE delegation is composed of AIFUCTO members .In the days to come,we are sure that AIFUCTO shall play a pro-active role in strengthening FISE .

TASK AHEAD

Committed to protect the interest of the lakhs of teachers in the higher education sector the AIFUCTO, this year has been able to register significant successes in many respects. But some of the demands are yet to be fulfilled. We have brought to the notice of MHRD, Govt.of India many a times the

anomalies in the CAS implementation of 1996 pay scales. In view of the Kerala High Court judgment, and in view of the contempt orders, and in view of the fresh anomalies this historically uncorrected anomaly is injecting now, the vexed issue of CAS FROM 1 -1- 1996 must be resolved. It remains an unfinished agenda and the order of the higher judiciary needs to be obeyed and if a spate of avoidable litigations is to be stopped, the Centre should fund the States at least to the already given ratio. At the same time, the anomalies of the new pay scales will have to be highlighted and redressed. We have been fighting for the pay scales of accompanists, coaches, instructors and system analysts for a long time .There is no favorable response from MHRD as yet though UGC has written to the MHRD with positive recommendations. We have been working hard on the regulations based on the principles of objectivity, efficiency, equity and inclusiveness. The work is almost at final stage and we must remain vigilant. A major objective of AIFUCTO movement is to fight commercialization and privatization in the realm of higher education and strengthen the public funded education. The implementation of new pay scales in toto in all states is yet to be achieved and we are committed to fulfill the task.

Now time has come for us to raise our strong objections to the manner in which our pay scales are revised. It is a poor commentary on the mechanism of the pay revision exercises. The complicated and often humiliating methodology must be changed. In the context of the ongoing exercises of improving the system, we must take up this issue. We must ask: Why no other section of state funded pay structure has these highly objectionable characters. Let us build a strong movement in the days to come to ameliorate the present system. I do hope the deliberations in the seminar will take care of this issue.

We agree that there must be a re-look at the issues of higher education. It will be our duty to suggest and build movements for scientific and justified changes in the system for improving the efficiency.

AIFUCTO should take the lead in uniting all sections of the teaching community to fight against the anti-people educational policies of the Government and see that every needy child gets free education at least till the secondary education level.

AIFUCTO have achieved many of the goals through united struggles, but we tell ourselves that we have miles to go before we rest.

Thanks

The last year was a very eventful, difficult and indeed a successful one. The achievements will remain as milestone in the history .I am indebted to our former leaders, office bearers and innumerable other members for their support, help and advice. My colleagues in the Secretariat have extended unstinted support and were with me in the agonizing hours and provided invaluable support. I salute all of them.

My sincere-most thanks to Prof.K.S.Sashtry,Prof. Prajapati and all other members of the team for the invitation and their untiring efforts to make the conference a great success.

Long live AIFUCTO.



Asok Barman
General Secretary

Meanwhile AIFUCTO reiterates its uncompromising opposition to the unwholesome regulations and demands the withdrawal of the objectionable conditions in the Regulations

(See para 5 (f) of Movement Resolution on page 182 of this Bulletin)

ALL INDIA FEDERATION OF UNIVERSITY & COLLEGE TEACHERS' ORGANIZATIONS

*(Regd. Under Act XXI of 1860) 493 Urban Estate (Phase I) Jalandhar- 144 022]***MOVEMENT RESOLUTION****ADOPTED AT XXV STATUTORY CONFERENCE OF AIFUCTO
HELD AT AHAMEDABAD, GUJARAT
10 - 12 OCTOBER 2009**

This xxv Conference of the All India Federation of University and College Teachers' Organizations held at Gandhi Vidyapeeth, Ahmedabad from 10-12 October, 2009 taking note of the neo-liberal reforms in education being pursued by the Governments both at the Centre and in the States in varying measure, which are detrimental to the realization of the ideal of inclusive development through inclusive education which is the motto of the 11th Five Year Plan, taking note of the growing gulf between the rhetoric of inclusive development and practice of divisive strategies, taking note of the marketization of excellence, privatization of access and marginalization of equity being sought to be imposed in the form of revised regulations for the implementation of the VI UGC scales, taking note of the satisfactory implementation of UGC scales in the States of Jammu & Kashmir, Uttarpradesh,, Panjab, Haryana, Maharastra, Goa, Tamil Nadu, West Bengal, Jharkhand and Arunachal Pradesh incorporating the provisions of MHRD order of 31-12-2008 to a large extent and the positive steps being taken by many other states for the implementation of the revised scales, taking note of the anti-teacher, anti-educational, authoritarian and arbitrary decision of the Gujarat Government to disassociate itself from the national mainstream by refusing to implement the UGC Scales, spurning 80% central assistance for the scheme, unanimously resolve as follows:

(1) to demand the Central and State Governments to rescind the policy of Public-Private- partnership in education and to increase the public spending and public control on education with the objective of promoting inclusive education, including Reservation and other affirmative actions, to modify the Right to Education Act by including the provision for free and compulsory education of the children in the age group of 0 to 6 and 14 to 18 and to make ample financial provision for the implementation of the scheme, to demand the Central Government to desist from the move to set up a National Commission for Higher Education & Research by subsuming all the existing regulatory bodies and entrusting policy formulation, regulation and national level administration in higher education with a small body to the total neglect of federal principles, **to demand the Government also not to set up off campus centres of foreign educational institutions** in the country, to abandon the move for compulsory accreditation of higher education institutions and to entrust the responsibility for accreditation with private agencies, to desist from the move to introduce differential scales for teachers in new Central Universities and to authorize the Secretariat of AIFUCTO to **plan and implement corrective public campaigns and agitations against the misguided educational policies and practices of the Central and State Governments** independently and in collaboration with democratic movements of teachers, parents, students and other public spirited organizations, and **to exhort the teachers across the country to undertake teaching, research and extension with greater sense of dedication and social commitment than ever before**

in view of the increased role that education has come to play in ensuring inclusive development in a world which is increasingly being governed by knowledge.

(2) to demand the Gujarat Government to rescind the order implementing State scales for college and university teachers and to immediately implement the revised UGC scales as per MHRD order dated 31-12-2008 and to authorize the Secretariat of AIFUCTO to take up appropriate and adequate nation wide action programme to strengthen the Gujarat teachers' struggle for the implementation of UGC scales

to demand the States which have not so far issued orders implementing revised UGC scales to take immediate steps in this direction on the basis of MHRD order of 31-12-2008 in toto and to authorize AIFUCTO Secretariat to extend all possible assistance to the struggles being undertaken for the implementation of the revised UGC scales in such states

(3) to demand the states refrain from adopting unilateral steps related to the higher education structure without the consent of teachers' organizations of the concerned states and the attempt of Tamilnadu Govt. to convert Govt. and Govt. aided colleges into unitary type universities will be resisted and the Tamilnadu Govt. be requested to adopt alternative proposal of creating new universities in areas where there is no university at all and affiliate the colleges in and around that area

to oppose the actions of Orissa Govt. regarding the introduction of state pay scales for teachers and denial of UGC pay scales to teachers appointed after 1989 along with the Block Grant Scheme which be scrapped and parity with the rest of the country be restored immediately

(4) to demand that the research degree (Ph.D/M.Phil) benefits and allowances be given from 01.01.2006 rather than from 01.09.2008 (as per MHRD order of 31.12.2008)

(5) to authorize the Secretariat of AIFUCTO to take every step including negotiations with UGC and MHRD and Direct Action to communicate AIFUCTO's understanding on the revised UGC draft regulations for the implementation of the revised pay scales as stated below and to demand comprehensive revision of the draft regulations in accordance with the following general formulations and specific demands:

a. **AIFUCTO notes with great concern that the revised regulations have not incorporated most of the demands** (see annexure 1) made by the organization during the course of the hearings held at Hyderabad, Pune, Kolkota, and Delhi, despite wholesome promises made by Prof. Thyagarajan, Chairman of the drafting committee, to incorporate the concerns of AIFUCTO for inclusive regulations. On the contrary, the revised draft has added more stringent conditions designed to exclude the large

majority of teachers, working in universities and colleges with poor infrastructure facilities, from the benefits of the new pay revision.

b. The drafting committee has refused to correct the metropolitan bias that had characterized the earlier draft. The regulations are governed by the flawed notion that quality of higher education in the country could be improved and accountability of teachers ensured by imposing a set of rigid and arbitrary norms, borrowed from abroad. The implementation of regulations drafted on the basis of such norms will not only discourage creativity and diversity which are the hall marks of excellence, but also encourage plagiarism, deceit and subservience among the teachers. The drafting committee seems to forget that quality in teaching, research and extension cannot be quantified in precise terms, more so by using questionable parameters, on the usefulness of which there is considerable difference of opinion among experts. What is important is to ensure adequate facilities for improvement of the quality of teaching, research and extension activities and to **ensure the participation** of teachers in all these activities, preferably by giving room for each individual teacher to give differential weightage to each of these activities, in accordance with his/her talent, which is essential for bringing out the best in him/her. The basic contradictions in the original draft regulations---measuring academic quality in terms of quantity, academic input in terms of monetary input, of privileging the global over the local and of equating standards with standardization --- have not been addressed even in the revised draft.

c. The drafting committee does not seem to have appreciated the essential difference between selection and screening processes. Selection is required only where elimination is an imperative, where the number of available posts is less than the number candidates contesting for the post, as the case of direct recruitment to all posts and CAS promotions to the posts of Professors. In other cases, including promotion to the post of Associate Professor, where all teachers who fulfill certain minimum requirements are to be promoted, what is required is only a screening process to ensure that minimum requirements have been fulfilled. **While the management of the college concerned may be represented in the selection committee, the screening committee should be a body of experts in which the management need not be represented.** Protection from likely harassment by managements of private institutions, which are not especially known for their academic commitments, is extremely important to ensure the academic autonomy of the individual teacher, which is an essential for the promotion of excellence in higher education

d. It is extremely disconcerting that even the requests for greater clarification in the text of some provisos which could dispel ambiguities – as in the case of the difference in the weekly workload under six day and five day systems—have not been conceded by the drafting committee, giving the impression that the consultation held by the Committee at five different parts in the country has been a farce, designed to create a false impression of consensual evolution of the regulations.

e. In the light of the above, AIFUCTO demands the following:

(1) Immediately release the minutes of the consultative meetings held at Hyderabad, Pune, Kolkata, and Delhi and the minutes of the committee meeting which has finalized the revised draft, setting aside the major concerns of AIFUCTO

(2). UGC convene a meeting of national level teachers' organizations before placing the regulations for the consideration of the Commission and place the minutes of the discussion along with the revised draft for the consideration of the Commission

f. Meanwhile AIFUCTO reiterates its uncompromising opposition to the unwholesome regulations and demands the withdrawal of the objectionable conditions in the Regulations, the chief of which are the following:

1. the rigid, mechanical system mandated for assessment of teacher performance, with categories that necessitate subjective judgments which could prejudicially affect the career prospects of righteous and independent-minded teachers and encourage only uniformity and conformism, injurious to creativity and diversity which are essential for the promotion of excellence

2. the privileging of international journals with impact factor over national/local publications as there is no academic consensus on the reliability of impact factor as a measurement of quality in research publications and as the distribution of such publications is skewed across disciplines

3. the institution of selection process in place of screening process for CAS promotions in respect of Associate Professor, as personal promotion to Associate Professor should be available to all teachers, subject to the fulfillment of certain minimum requirement, which can be verified by a screening committee

g. AIFUCTO also requests that UGC consider the following further demands and make necessary changes in the proposed regulations

(1) CAS Promotion Process:

The selection process for CAS promotion to Associate Professor should be replaced by screening process and accordingly the relevant committee should be re-designated as screening committee.

(2) Selection /Screening Committees:

While there could be representatives of the management in the selection committees to various posts, the screening committees should only consist of institution/ department heads and experts. There should be no representative of the management in the screening committees for CAS promotions, up to and including the post of Associate Professor. The experts to the selection committees for recruitment/ screening committees for career advancement should be nominated by the Vice Chancellor from among a panel of experts **constituted** by the relevant statutory body of the University concerned.

...to demand the Gujarat Government to rescind the order implementing State scales for college and university teachers and to immediately implement the revised UGC scales as per MHRD order dated 31-12-2008

(See para 2 of Movement Resolution on page 181 of this Bulletin)

The stipulation that the selection/screening procedure shall be completed on the day of the selection/screening committee meeting etc. shall be made uniformly applicable to all selection/screening procedures. The provision for inclusion of UGC observer in selection /screening committees should be withdrawn as such interference with the autonomous functioning of Universities and colleges is unacceptable in principle and burdensome in practice.

(3) Online journals and internal quality assurance mechanism:

It should be mandatory for all universities to start online journals in all disciplines and to institute subject-wise screening mechanism to ensure the quality of publication, so that no teacher will be denied opportunity for publication due to constraints of space. The requirement of publication for CAS promotion should be suspended till such time the concerned university makes facilities for online publication

(4) Parity of Librarians and Physical Education Directors with Teachers

The qualifications and the number of years of service required for direct recruitment and promotions for the posts of Librarian / Dy. Librarian / Assistant Librarian/ College Librarian as well as for the posts of Director of Physical Education / Dy. Director of Physical Education / Assistant Director of Physical Education should be respectively at par with Professor / Associate Professor / Assistant Professor in universities / colleges

(5) Clarity in respect of Ph.D that would qualify for advance increments/CAS

The drafting of the revised regulations 3.3.2. is so ambiguous that it makes little sense. This may be replaced along the lines of the proviso 4.4.1.iii., which reads as follows: "*Holders of Ph.D degree as on the date of notification of these Regulations, along with those candidates who are awarded a Ph.D degree through a process of admission, registration, course work and external evaluation as laid down in UGC (Minimum Standards and Procedures for award of M.Phil/Ph.D degree) Regulations, 2009 and so adopted by the university, shall be exempted from NET/SLET/SET*". It should be specifically and uniformly stated in all relevant provisos that holders of Ph.D degree as on the date of these Regulations will be exempted from the requirement of being awarded a Ph.D degree through a process of admission, registration, course work and external evaluation as laid down in UGC (Minimum Standards and Procedures for award of M.Phil/Ph.D degree) Regulations, 2009 for the purposes of Direct recruitment, advance increments and CAS promotions to all posts. The adjectives "concerned/allied/relevant discipline" should be appended to all provisos dealing with requirement of Ph.D qualification (for Direct Recruitment/Advance increments and CAS promotions), so that there would be no ambiguity in regard to the disciplinary boundaries, within which Ph.D qualification would be acceptable for purposes of direct recruitment / CAS promotions

(6) Anomaly of junior drawing higher salary than senior

(a) Implementation of Clause 6.4.1.2 of the revised regulation would lead to a situation where a Reader appointed on or after 1.1.2006 would draw more than a Reader appointed prior to 1.1.2006 and would be eligible for promotion to the post of professor earlier than the senior. This anomaly has to be rectified by ensuring that in such cases parity will be maintained between senior and junior in pay scales and promotion prospects, by invoking the following Clause in Central Civil services (Revised Pay) Rules, 2008, both in letter and spirit:

"Where in the fixation of pay under-sub rule (i), the pay of a Government servant, who, in the existing

scale was drawing immediately before the 1st January, 2006 more pay than another Government servant junior to him in the same cadre, gets fixed in the revised pay band at a stage lower than that of the junior, his pay shall be stepped to the same stage in the revised pay band as that of the junior"

(b) Three advance increments awarded to PhD holders in the new scales create the anomaly of seniors with the same qualification drawing less than that of his/her juniors. Those Associate Professors who are awarded Ph.D after 01-01-2006 will get three increments in the Scale of 37,400-67000. At the same time, those pre-2006 Ph.D. holders who

(i) have not availed any incentive for their Ph.D. in the existing scheme.

(ii) have availed Ph.D incentive in the earlier scheme and merged subsequently during the fixation of pay at Senior Scale/LSG/Reader/Rs.14,940/ fixation

(iii) have availed Ph.D incentive and continue to get at the time of moving into Associate Professorship in PB-4 are fixed at the minimum of the Pay Band of 37,400-67,000.

To rectify a similar anomaly, it was provided as follows in the 1998 regulations for implementing Vth UGC scales:

"6.3.0 A lecturer with Ph.D will be eligible for two advance increments when she/he moves into Selection Grade/ Reader"

To rectify the present anomaly, THREE advance increments should be granted for all those pre-2006 Ph.D holders after fixing their scale in PB-4 on 1-1-2006, irrespective of whether they have availed the incentive benefit in the earlier scheme or not. Provision can be made to adjust one bunching benefit obtained by certain teachers covered under category (iii) who continue to get two incentive benefits as on 1.1.2006 in the earlier scheme.

(7) Anomaly due to unification of date of increment

The anomaly created by unification of increment date on 1st July may be rectified by giving an advance increment as on 1.1.2006 to all teachers whose date of increment falls between 2nd January and 30th June.

(8) Rule of interpretation:

It should be clearly stated in these regulations that in case of any discrepancy between these regulations and MHRD order dated 31-12-2008, the latter shall prevail and that all aspects not covered under these regulations shall be governed by previous UGC regulations, observing the general principle that where there is conflict, the latter regulation shall prevail over the former.

(9) Correction of apparent mistakes :

The UGC should make a thorough check to identify and correct inadvertent mistakes made by the drafting committee like those occurring in 6.4.9 and 6.4.10 where pay band iii has been written in place of pay band iv

AIFUTO reiterates the following demands that were placed by the organization for the consideration of Prof. Thyagaarajan Committee (see appendix 1 for details)

(1) Teaching Days, Weekly Workload and Annual Vacation:

While giving the annual schedule of work under the six-day system in colleges, the draft regulations mandate that if the university adopts a five day week pattern, then the number of weeks should be increased correspondingly to ensure the equivalent of 30 weeks within six day week. The import of the regulation is clear. The yearly workload of individual teacher should be the same, both under five-day and six day week systems. Where the system of five

day week is introduced in place of six day week, the number of working weeks should be appropriately increased and annual vacation and weekly workload appropriately reduced so that the yearly workload of a teacher under both systems remains the same. The equivalence of weekly workload and annual vacation under the two systems may be worked out as follows:

Weekly Schedule of work	Number of working days (per year)	Number of working weeks (per year)	Workload Lecture hours (per week)	Workload lecture hours (per year)	Annual Vacations (in weeks)
Six-day Week	180	30	16	480	10
Five-day Week	180	36	13.5	486	8

It is evident from the above table that the weekly workload should be reduced to 14 hours and the annual vacation to 8 weeks, where the five day system is followed in place of six day system. The differential annual calendar and the weekly workload for the two systems should be clearly shown in the UGC regulations, as State governments have refused to accept the rationale of differential calendar and weekly workload in the past.

(2) Rectification of anomaly in respect of 14940 fixations:

The most important anomaly that needs to be rectified in respect of the implementation of the V UGC Pay scales is that pertaining to placement in the scale of pay of 14940/- on completion of five years in the post of Reader / Selection Grade Lecturer. While the placement was permitted on completion of five years in the Selection Grade /Reader in respect of all who had come into it as on 1.1.1996 , the benefits were denied to those who had come into Selection Grade /Reader after 1.1.96. Even as numerous petitions are pending in different High Courts, a judgment has been issued by the High Court of Kerala on 21st January, 2009 in Writ Appeal Nos.1394, 1881, 1925&2067 of 2008, a copy of which is enclosed herewith. As the petition has been disposed of with the concurrence of both MHRD and UGC, it has become conclusive, leaving no scope for further appeal. It has been ordered as follows:

“Those teachers who were Lecturers as on 1.1.1996 and who were subsequently placed in the Selection Grade after 1.1.1996 ,they will be entitled to draw the scale of pay of Rs.14940/-on completion of five years in the selection grade .”

The above order is specifically applicable only to the petitioners. Other teachers would now move the courts to ensure the extension of the same benefits. In view of

the conclusive nature of the judgment, AIFUCTO would appeal to UGC to urgently take up the matter with MHRD and issue general orders implementing the benefit of fixation at 14940/- to all teachers who come into selection grade after 1.1.96 and to release the central assistance for the payment of arrears to teachers across the country who will be benefited by the orders , with a view to earning the goodwill of the teaching community ,by avoiding further litigation in the long pending issue .

(3) Counting of past service:

Previous service with/without break, whether in permanent or temporary capacity, whether appointed against substantive or temporary vacancy, whether absorbed in same post in continuation of ad hoc appointment or not, should be counted for placement/promotion, irrespective of the period of temporary service

(4) Designated Professors:

It should be specifically stated in the UGC regulations that those already designated as Professors shall continue to be so designated, as in MHRD order dated 31-12-2008.

(5) Recruitment of Principals:

The contribution to extension should be taken into account along with teaching and research for the direct recruitment of the Principal as principals have to administer teaching, research and extension in colleges. The same provision regarding reappointment of Vice Chancellor should be made applicable to college principals as well, by providing that appointment for a second term should not be made to the same college

(6) Uniform Implementation of Pay and Allowances :

UGC should take further steps to prevail up on the central Government to grant 100% assistance for the implementation of the new scales, including allowances and to regulate that parity will be maintained between teachers in central and state institutions in all respects, including allowances

(7) Uniform applicability of the regulations to all institutions, including minority educational institutions

As mandated by the Supreme Court of India Higher Education constitutes national wealth and the norms for maintenance of quality in higher education institutions should be uniformly applicable to all institutions including minority educational institutions and therefore UGC should not concede the demand for exemption from some of the provisions of the regulation, being made by vested interests under the guise of protecting minority interests.

**Thomas Joseph
President**

**Asok Barman
General Secretary**

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