

# NUTA

# BULLETIN

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15th February 2009

(No : 03

**MAHARASHTRA FEDERATION OF UNIVERSITY & COLLEGE  
TEACHERS' ORGANISATIONS (MFUCTO)**

Affiliated to the AIFUCTO

Vidyapeeth Vidyarthi Bhavan, B-Road, Churchgate, Mumbai 400 020.

**President**

Prof. C.R.Sadasivan  
R.K.Gokuldharm, A/205  
S.V.Road, Borivli (West)  
Mumbai-400 092

**General Secretary**

Prof. E.H.Kathale  
N/162 Reshimbagh  
Nagpur, 440 009

Mumbai, 16th February 2009

To,  
**The Hon'ble Minister for Higher & Technical  
Education, Maharashtra State,  
Mantralaya, Mumbai- 400 032**

**Subject :** MFUCTO Protest Demonstration at Azad  
Maidan on Monday 9th March 2009 of University and  
College Teachers

Sir,

MFUCTO at the meeting of its Executive Committee held on Sunday, 15th February 2009 while discussing the question of implementation of the UGC Sixth Pay Review Committee recommendations in Maharashtra as already notified by the HRD Ministry by letter dated 31st December 2008, expressed shock that the Government has not taken steps in that direction so far. In fact, the MFUCTO had by the letters dated 12th January 2009 and 28th January 2009 called upon the Government to ensure that implementation of the new scales of pay for University and College Teachers takes place simultaneously with the implementation for State Government employees. MFUCTO had also held a massive Dharna at Azad Maidan on 28th January 2009 and requested your goodself to grant an appointment to the MFUCTO Executive Committee for discussing various demands which have been pending for a long time.

Unfortunately, no meeting has been fixed by you so far nor has the revised pay scales for University and College Teachers been implemented though the Government has come out with Orders for the State Government employees. As already pointed out the HRD Ministry by its letter dated 31st December 2008 has already notified the new revised scales for University and College Teachers.

MFUCTO also feels that the State Government has neglected the case of Non NET/SET Teachers appointed since 19th September 1991 who number about 10,000 by bringing them under the NET/SET qualification condition though the said qualification condition was never introduced in the State of Maharashtra as minimum mandatory entry point qualification till 11th December 1999. There are similarly other issues which also need to be resolved as contained in the Charter of Demands of the MFUCTO already submitted to you as Hon'ble Minister for Higher & Technical Education as also to your predecessor Earlier.

In view of these facts, MFUCTO resolved to hold a Protest Demonstration at Azad Maidan in Mumbai on 9th February 2009, where teachers from different non

agricultural universities in the State will be participating. Once again we are enclosing the Charter of Demands of the AIFUCTO and MFUCTO for ready reference.

It is once again requested that You may kindly give an appointment to the Executive Committee of the MFUCTO as the State level Organization to discuss the charter of demands to find just solutions to the long pending issues

With warm regards,

Yours truly  
**(C.R.Sadasivan)**  
President

**Encl :** Documents as above  
Copy forwarded with Compliments to  
The Principal Secretary, Higher & Technical Education  
Maharashtra State, Mantralaya, Mumbai- 400 032

**Nagpur University Teachers' Association  
MEETING NOTICE : 1**

**DATED : 03.03.2009**

From :

**Prof. Dr. E. H. KATHALE**

Secretary, NUTA N-162, Reshim Bag,  
Nagpur-444 009

To,

All the members of the Nagpur University Teachers' Association

Dear members,

I have the honour to inform you that General Body meeting of the Nagpur University Teachers' Association will be held at 12.00 noon, on the Day and the Date mentioned below.

2. If you propose to move any resolution for the consideration of the General Body, you are requested to send such resolution to me, with a copy to Prof. B.T.Deshmukh, President NUTA, No. 3, Subodh Colony, Near, Vidarbha Mahavidyalaya, Amravati 444604 within a period of 10 days from the date of the posting of this Bulletin.

3. It will not be possible to include in the agenda, resolutions received after the due date. So please make it convenient to send such resolutions, if any, within the stipulated time. The place of the meeting will be intimated to you alongwith the agenda.

Thanking you.

Yours faithfully  
**Sd/- Dr.E. H. Kathale,**  
Secretary, NUTA.

**Time, Day and Date of the Meeting :**  
**12.00 Noon on Sunday, the**  
**10 th May, 2009**

## AIFUCTO RESPONSE TO THE UGC DRAFT REGULATIONS / UGC PASS NOTIFICATION

DATED 23RD FEBRUARY, 2009,  
Posted February 24, 2009 Filed under: News Tags : AIFUCTO

After today's Demonstration the AIFUCTO delegation met the UGC officials.  
The following is the outcome:

Dear Friends

See **representation** attached . Following discussions with AIFUCTO ,UGC has decided to delink implementation of pay scales from implementation of regulations. Notification on pay scales will be issued in two days. Regulations will be finalized in consultation with AIFUCTO in three months

- Thomas Joseph, President AIFUCTO

## ALL INDIA FEDERATION OF UNIVERSITY & COLLEGE TEACHERS' ORGANISATIONS

DRAFT UGC NOTIFICATION ON THE IMPLEMENTATION OF UGC PAY  
SCALES FOR COLLEGE AND UNIVERSITY TEACHERS, 2009

### REPRESENTATION SUBMITTED TO THE UNIVERSITY GRANTS COMMISSION AT NEW DELHI ON 23.2.2009

*( Draft UGC Notification on the implementation of UGC pay scales for college and university teachers, 2009, was circulated by the UGC for inviting suggestion from the public on 14.02.2009, following are the 1st 5 Paragraphs of the Representation SUBMITTED to THE UNIVERSITY GRANTS COMMISSION AT NEW DELHI ON 23.2.2009 by AIFUCTO )*

(1) **The AIFUCTO welcomes the clarification issued by UGC**, withdrawing some of the most restrictive provisions in the draft regulations in regard to CAS in respect of incumbent teachers who were placed on Reader / Lecturer (selection grade) as on 1.1.2006 and demands that similar clarification be issued in respect of Readers/ Lecturers (selection grade) in service as on 31.12.2008, in accordance with clause 2 (a) XI of MHRD notification of the above date. The same conditions should apply for Deputy Librarian/Assistant Librarian (selection grade)/ College Librarian (selection grade) /Deputy Director of Physical Education/Assistant Director of physical Education (selection grade ) College Director of Physical Education (selection grade) .

(2) **AIFUCTO further demands that the UGC seriously introspect on the circumstances under which unsavory provisions were incorporated in the draft regulations, which have now been partially withdrawn.** The entire episode has cast a shadow on the credibility of the drafting committee. **It is unfortunate that the Committee could not even appreciate the limits of its mandate**, which is confined to proposing regulations in areas that are specifically mandated by the MHRD notification of 31-12-2008. It is requested that the UGC withdraw all proposals of the committee, for which there is no specific mandate in the above notification of MHRD. **While the drafting committee has exceeded its terms of reference with a view to denying the teachers some benefits graciously granted by MHRD**, the committee has preferred to ignore issues like rectification of the anomalies of the

previous pay revision, which has been specifically referred to the Committee for its views.

(3) **The MHRD and the UGC took about three years to finalize the pay scales.** The exercise of framing regulations which are to be uniformly implemented across the country would be more complex than finalizing the pay scales. **The regulations proposed by the committee involve drastic changes from existing practices**, the implications of which need to be studied in detail. The effective implementation of UGC scheme for ensuring uniform standards in higher education through out the country would depend up on the content and character of **UGC regulations—their desirability, usefulness, inclusiveness, feasibility and effectiveness.** Appropriate norms for ensuring quality and strategies for their implementation in different regions with wide disparities in socio-economic and educational infrastructure and differential local needs have to be identified. Otherwise the regulations would only become punitive measures to deny the new scales to large sections of the teachers rather than enabling incentives for greater efforts for improving the quality of higher education and, through it, promoting the ideal of inclusive development. The regulations should not therefore be finalized in haste. The committee should discuss the draft with teachers in detail by holding regional meetings as was done by Chadha Committee and modify the proposals by evaluating the feedback .**UGC should then hold a final round of discussion on the revised proposals with AIFUCTO ,before finalizing the regulations.**

(4) However the UGC should clarify that new pay scales would be immediately implemented and arrears paid and that recruitment and promotions at all levels would continue in accordance with existing provisions, pending finalization of the regulations, as **the entire system of higher education cannot be permitted to come to a standstill till UGC notifies its new regulations.**

(5) AIFUCTO welcomes the proposal to give weightage to the functions of teaching, research and extension for direct recruitment and CAS promotions, thereby conceding the long standing demand for recognition of the crucial role of extension in a wholesome programme of higher education. **However the criteria suggested for the measurement of the contributions to teaching and research are seriously flawed.** The criteria for extension need to be supplemented. In respect of teaching, an arbitrary decision based on the percentage of classes actually engaged by a teacher in relation to the actual workload assigned to him/her may not always be justifiable as classes are often disrupted for reasons beyond the control of the individual teacher. A more appropriate method would be to fix the minimum requirement of contact hours to be engaged by a teacher in relation to the number of actual contact hours the institution concerned would engage and the total workload assigned to the teacher, making due allowances for eligible leave, duty leave and other factors. Similarly, the extent of familiarity with up to date teaching material and contribution to the development of innovative teaching methods would depend to a large extent upon the institutional resources actually available to the teacher. The production/publication of teaching materials would not only require intellectual input, but inputs from external agencies, the distribution of which is often skewed. At present there is little scope for individual teachers in affiliated institutions for developing new curricula and teaching new courses. Developing innovative teaching methods/CDs/ICT materials/teaching learning modules require creation of sufficient infrastructure and opportunities in the colleges/universities, which is beyond the control of individual teachers. **Parameters for assessing contribution to professional activity are arbitrarily fixed.** Institutional governance responsibilities are often arbitrarily allotted to teachers in colleges and

universities. Hence this is an unrealistic indicator of the performance of a teacher. No teacher should be victimized due to the operation of factors beyond his control. **The norms for ensuring social accountability should not impinge on the claims of the individual teacher for career advancement or encourage the procurement of false evidence through dishonest means.** The UGC should evolve a broad set of transparent norms which could be applied in different situations. The qualitative distinction sought to be drawn among international, national and local journals and the heavy reliance on impact factor and the insistence on publication as different from other evidence of research emanate from severely flawed notions about quality and its certification. **The global/urban/colonial mindset which prioritizes publications in international journals over national /local journals will cultivate an inferiority complex in academics that would have long term adverse impact on innovative research in this country.** More over, the avenues for publication in international journals with high impact factor would vary from discipline to discipline, with new generation subjects getting the most exposure and humanities, especially local languages, getting least exposure. **The reliance on publication as evidence of research will only transform Indian higher education into a haven for academic mafia, who will dictate the terms and conditions for research, severely compromising the autonomy of the individual teacher-researcher.** There are no quick fix solutions for ensuring quality. Quality in research cannot be promoted by authorizing an external agency to certify the quality of research output, as is done in relation to mass produced consumer items available in the global market. Each original research is unique and the UGC norms which encourage conformity to global/urban standards will only promote uniformity and mediocrity. We need to devise an internal and localized quality assurance mechanism in each university, if we are to ensure originality in research. There should also be a proper mechanism to assess the quality of a research paper, even if it is not published, internationally, nationally or even locally. **The insistence on publication as the only evidence of quality is academically unacceptable.**

## UNIVERSITY GRANTS COMMISSION

### CLARIFICATION REGARDING DRAFT REGULATION FOR UGC NOTIFICATION ON REVISION OF PAY SCALES : 19.02.2009

The UGC has received order from Government of India dated 31st December 2008 regarding scheme of revision of pay of teachers and equivalent cadres in universities and colleges as per the recommendations of the Sixth Central Pay Commission. **The Government has also released grant for payment of 40% of arrears. The Commission is in the process of releasing the grant to the universities and colleges.** The centrally funded universities and colleges are requested to make payment in accordance with Government of India notification dated 31st December 2008 and the **UGC draft Regulations may not be taken into account while releasing the arrears.**

It is further clarified that incumbent Readers and Lecturers (Selection Grade) who have completed 3 years in the current pay scale of Rs. 12000-18300 on 1.1.2006 **shall be placed in the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000 and shall be re-designated as Associate Professor.** Incumbent Readers and Lecturers (Selection Grade) who had not completed three years in the pay scale of Rs. 12000-18300 on 1.1.2006 shall be placed at the appropriate stage in the Pay Band of Rs. 15600-39100 with AGP of Rs. 8000 till they complete 3 years of service in the grade of Lecturer (Selection Grade) / Reader, and thereafter shall be placed in the higher Pay Band of Rs. 37400-67000 **and accordingly re-designated as Associate Professor.**

The Institutions are requested to make payment in accordance with these provisions. **The fitment tables are expected from the Government of India any time.** As and when the same are received, these will be placed on the UGC website and Institutions may make payment accordingly.

- Secretary UGC



## MAHARASHTRA FEDERATION OF UNIVERSITY & COLLEGE TEACHERS' ORGANISATIONS

University Club House, B-Road, Churchgate, Mumbai 400 020.

### REPORT OF THE MFUCTO ACTIVITIES FOR THE UNION YEARS 2007 & 2008

*(as adopted at the GC Meeting on Sunday, 21st December 2008 at Mumbai)*

#### FRIENDS :

On behalf of the Executive Committee of the MFUCTO, it is my privilege to present to the General Council this ANNUAL REPORT of the MFUCTO for the Union Year 2007 and part of 2008. The last Report was for the Union Year 2006 and part of 2007.

#### 1. DASTARDLY ATTACK BY THE TERRORISTS :

1.1 In the last about 6 months series of bomb attacks have been taking place at the hands of the dreaded terrorists in different parts of the country. The places for the attacks have been specially chosen by the terrorists with intent to cause maximum damage to property and heavy loss of human lives. This is indicated by the last and the most serious attack that took place on 26th November 2008 in Mumbai targeting the CST railway station, the Cama and Albless Women and Children Hospital, the streets leading from CST to Chowpatty, the prestigious five star hotels viz., the Taj Palace and the Taj Mahal Towers, The Oberoi and Trident and the Nariman Building which used to house Israelis visiting India. The toll has been more than 180 and there were at least ten hard-core trained terrorists with sophisticated guns and hand grenades assigned with the task of killing people. The security forces have been hard pressed and the commandos had to be called in to finish the 60 hours of agony. **The capture of one of the terrorists live has helped in unfolding the role that terrorist organizations in Pakistan have played in this terrorist attacks.** It is this which has helped in pointing out to the world at large including the United Nations the dangerous role that terrorists outfits in Pakistan are playing in encouraging international terrorism. Mumbai city has taken this ghastly attack in its stride and huge demonstration of unity among different communities was witnessed.

1.2 Though the central and state governments are seriously considering overhaul of the present security outfit for introducing new security system in the whole country and might take serious steps to ensure confidence in the minds of the common man, unfortunately no attempt is at all made to find out the root cause of how and why young people including students and highly educated youth under one banner or the other such as the SIMI are getting enrolled as volunteers including for suicide attacks. The answer lies in the highly surcharged communal atmosphere that has been created over the last about 15 years more particularly after the demolition of the Babri Masjid and the call for the construction of Ram Temple at Ayodhya. This has led to a direct confrontation between the two major communities, Hindus and Muslims, in the country. Recently there have been attacks on Churches and Christians also in different parts of the country. Added to this is the new dimension of Hindu fundamentalist and religious organizations also involving themselves in terrorist attacks in Malegaon. This has only helped in spreading enmity among the different communities thus providing an invitation to the international terrorist organizations to

scout for unemployed educated youths as jihadis and religious volunteers for future attacks. India's secular credentials are under attack. Terrorists will be fought by the commandos and security forces. Who will fight terrorism which is an ideology that is fast gaining ground in different parts of the world? As teachers we belong to the intellectual community and we have an important role to play in ensuring that religious fundamentalists are discouraged at all levels. One religious fundamentalism cannot be fought by another religious fundamentalism. **We must work towards developing democratic, liberal, scientific and secular approach in education so that the cherished value of 'unity in diversity' reflected through our pluralistic language, culture and religion could be protected and innocent lives saved from the attacks by the terrorist organizations.**

#### 2. ALL INDIA DEVELOPMENTS AND JOINT MOVEMENTS:

2.1 In the last Annual Report of the MFUCTO, we had highlighted the fact that in view of vigorous pursuit by the Central Coordination Committee consisting of the Central and State Government employees as also teachers from Primary to University levels followed by mass movements including one-day strikes and rallies all over the country, **the central government though initially completely opposed constituting Sixth Pay Commission, was compelled to appoint the Justice Shrikrishna Commission. Simultaneously the AIFUCTO's efforts to get constituted the UGC Pay Review Committee for University and College teachers succeeded and the Chheda Committee came into being.** With this, one stage was cleared but we had to fight for the completion of the Report by the Chheda Committee in the wake of the Central and State Governments playing all sorts of mischief. The Government included in the terms of reference the question of Pension and other retirement benefits so that privatization of pension could also become a reality. We had to stage further demonstration so that the Governments efforts would not succeed. The global meltdown and the world capitalist economies going into deep recession with the expected recovery pitched only sometime at the end of the year 2009 has made it clear that our fight against privatization was not due to some 'unwarranted fear psychosis' which term the Prime Minister and Finance Minister were using against us for opposing privatization. **The Pension Fund Development Regulatory Authority has already been constituted by the center and all the monies lying in the form of PF accumulations all over the country will stand transferred to this authority which would have authority to invest large percentage of the money in the share markets. However in the new economic situation, the central and state governments would have to reconsider the move and may even have to retrace the steps already taken. We not only have to fight for continuation of the present retirement benefits but organize the newly appointed teachers to fight for state-guaranteed pension and gratuity scheme with**

**'defined contribution and defined benefits'**. When the left withdrew its support to the central government several members of our affiliated units were apprehensive that the VI Pay Commission would be indefinitely delayed. However, the leadership was confident that, that will act only as a catalyst and compel the central and state governments to immediately announce implementation of the VI Pay Commission benefits including the Chheda Pay Review Committee recommendations. This has come true and we are extremely pleased that the state government headed by Shri Vilasrao Deshmukh had to decide to give two basic pay to all employees including teachers as part of the arrears that have been accruing to the teachers. **This is an important development because it would guarantee that the implementation of the VI Pay Commission recommendations would be from 1-1-2006 and we would not be required to wait very long for completion of the process.**

## **2.2 AIFUCTO ACADEMIC CONFERENCE AT BANGALORE:**

AIFUCTO held its academic conference on 17th, 18th and 19th October 2008 at Bangalore. The conference was attended by delegates from all over the country and Maharashtra was well represented. Various issues concerning higher education and recent developments including government's attempt to implement the recommendations of the National Knowledge Commission, introduction of private and foreign universities, the sixth pay commission recommendations came to be discussed threadbare. Detailed Movement Resolution was adopted which would be the document on the basis of which future movements will have to be conducted in the country to compel the central and state governments to implement the UGC Chheda Pay Review Committee.

## **3.NET/SET AFFECTED TEACHERS :**

3.1 Members of the General Council are fully aware of the **MFUCTO stand that teachers appointed between 19/9/1991 and 11/12/1999 through the process of selection committees on the basis of the then existing qualification have been illegally and unjustly treated by bringing them under the NET/SET qualification condition.** NET/SET was never made a mandatory entry point minimum qualification condition prior to 11/12/1999. It is this principled stand of the MFUCTO and its commitment to getting justice done to the non-NET/SET teachers in the State that has saved these teachers from being thrown out of their jobs and ensured that they received the Fifth Pay Commission recommended scale of pay. MFUCTO has filed Writ Petitions at the High Court at Bombay including its Bench at Nagpur raising various issues to protect Non-NET/SET teachers appointed between 19/9/1991 and 11/12/1999. **MFUCTO is committed to protecting the interests of this section of our teachers who number about 10000 including getting for these teachers the Placement benefits in the senior scale and selection grade.**

3.2 MFUCTO made detailed presentation to the Anomalies Committee appointed by the UGC when the committee met in Pune on 6th June 2008. The document was printed in the circulars and journals of the BUCTU, NUTA, PUCTO, NMUCTO and SUTA. The injustice done to the non-NET/SET teachers appointed between 19/9/1991 and 11/12/1999 came to be highlighted. **The Committee was shocked by the injustice to such a large section of teachers in Maharashtra and gave assurance that the matter would be presented to the UGC through proper recommendations. In the meantime, several teachers affected by the NET/SET have been getting letters from the Universities concerned indicating that they have been granted total exemption from NET/SET on the basis of five**

## **MAHARASHTRA FEDERATION OF UNIVERSITY & COLLEGE TEACHERS' ORGANISATIONS (MFUCTO)**

**Affiliated to the AIFUCTO**

Vidyapeeth Vidyarthi Bhavan, B-Road, Churchgate, Mumbai 400 020.

**28th January 2009**

**To,  
The Minister of Higher & Technical Education  
Maharashtra State, Mantralaya, Mumbai- 400 032**

**Subject :** Pay Revision for University and College Teachers and other demands of the MFUCTO.

Sir,

As intimated to the Government, the MFUCTO has organized Statewide DHARNA of College and University Teachers in the State today, 28th January, 2009, at Azad Maidan, in response to the call of the AIFUCTO and to press for the Charter of Demands of the MFUCTO including Pay Revision with effect from 1.1.2006, Relevant Documents namely : Resolution<sup>1</sup> adopted by the MFUCTO General Council on 21st December 2008, letter<sup>2</sup> of the MFUCTO dated 12th January, 2009 and Charter of Demands<sup>3</sup> of the MFUCTO are enclosed.

**We urge the Government to take note of these documents and take immediate steps to implement Pay Revision as also the other demands of the MFUCTO.**

**MFUCTO condemns the failure on the part of the Government to issue orders on NET-SET before the end of Nagpur Legislative Assembly Session inspite of assurance by the Minister of Higher Education on the Floor of the House.**

We request you to grant an appointment to a delegation of the MFUCTO today, 28th January, 2009 before 3.00 p.m.

Thanking you,

Yours truly,

**(E.H.Kathale)** General Secretary

**(C.R.Sadasivan)** President

*Enclosures :- Annexure 1 Resolution: on Page 14, Annexure 2 letter : on Page 26, Annexure 3 Charter of Demands : See para 6 on page 38 of 2009 NUTA Bulletin.*

**years of continuous service.** Though the teachers are happy that they have got relief, the action of the UGC is in complete neglect of realities in Maharashtra that NET/SET was never introduced in Maharashtra as mandatory entry point qualification. Ph. D and M. Phil also have been allowed to be considered as exemption to NET/SET by the High Court (Nagpur Bench) Judgment recently delivered. MFUCTO is confident that the fight of teachers in Maharashtra under the banner of MFUCTO will ultimately lead to the long-standing injustice done to Non-NET/SET teachers in the State of Maharashtra being finally removed and these 10000 young teachers will join the ranks of other teachers in getting their Placement benefits in the senior scale and selection grade by counting of their total service. **MFUCTO is committed to fighting for these teachers till that goal is achieved.**

#### **4. CONTINUING STRUGGLE WITH THE BUREAUCRACY :**

4.1 In the last report it was stated that MFUCTO had specifically identified the reasons for some of the important issues remaining pending leading to the suffering of teachers and students viz., “the introduction of the system of NoCs, CHB and Contractual appointments, denial of legitimate Placement benefits to the teachers, denial of counting of total service for Placement in Selection Grade in cases of teachers whose service in the feeder scale is not sufficient; non-release of non-salary grants to the institutions to the extent of starving them of their legitimate funds, non-release of salary grants, medical reimbursement benefits in time, delay in releasing pensionary and other retiral benefits and so on.” **This is entirely due to the Director of Higher Education and the Joint Directors working under them failing to perform their duties in time and as per the provisions of law.** Bureaucracy continues to deny to the teaching community in Maharashtra and in fact in the entire country the benefits that teachers are entitled to. We will have also to fight for the appointment of Vice Chancellors who are true academicians as against the present trend of appointing government officials to save higher education from further decline in Maharashtra.

4.2 As part of our struggle, after meeting our Minister for Higher & Technical Education, Shri Dilip Valse Patil, in November 2006, when the full complement of Government officials also remained present. A detailed charter of demand of pending problems was submitted. The question of implementation of the UGC Leave Package was raised along with other problems. The Minister called upon the Director of Higher Education to submit detailed note which appears to have been done. The Minister has assured that implementation of the UGC Leave Package will be considered. However will be considered. However nothing has come out and in the meantime, the Minister for Higher Education has changed. MFUCTO will have to agitate this demand in a big way to get the same accepted by the Government in its original UGC form along with the Sixth Pay Chheda Committee recommendations. We will have also to fight against the government and the managements for recommending any form of contractual appointments outside the recommended scales of pay.

#### **5. ORGANIZATIONAL DEVELOPMENTS :**

5.1 Two new Universities have been created viz., Swami Ramanand Tirth University at Nanded and Solapur University at Solapur by carving out the same from the Dr. Babasaheb Marathwada University and Shivaji University. MFUCTO welcomes this development. As a result of this, the Associations in the new Universities have applied for membership of the MFUCTO through affiliation. This is being taken care of by constitutional amendments. It is hoped that this will further strengthen the MFUCTO in the years ahead.

5.2 During the period in question, MFUCTO had 6

meetings of the Executive Committee apart from the General Council meeting. MFUCTO continued to be part of Sarkari, Nimsarkari Shikshak Shikshaketar Sanghatana Samanvaya Samiti and has been participating in all their meetings. To reverse the Government policies in respect of the contractual appointments, non-release of non-salary grants, clubbing of subjects, closing of streams, restructuring of fees, starting of Private Universities, etc., will need united struggle through Samanvay Samiti. We have to work towards shifting the policies in education at a time when education is being treated as a private commodity with a price tag. **The task on us is that we should not restrict ourselves narrowly to the unity in the education sector alone but join other suffering sections of the working class for coordinated joint movements against Privatization, Liberalization and Globalization.** In view of such attacks coming from the Central and State Governments and the bureaucracy, there is need to strengthen the bond between the various sections of the working people who are fighting against such attacks. Even students' organizations and parents may also have to be involved by educating them on the dangers facing all of us.

#### **6. TASKS AHEAD :**

While some of the old issues have remained pending and unresolved, new issues such as contractual appointments, commodification of education, starting of self-financing courses and institutions, exploitation of teaching and non-teaching staff working in the said system, have emerged and we in the Teachers' Organizations have to face. True to its traditions, the MFUCTO is committed to taking up the problems of every section of the teaching community irrespective of their number and strength in the Organization. A big struggle against privatization and contractualization will need to be continued. In this struggle however, MFUCTO will not be alone because the TUJAC and the Samanvaya Samiti are also agitating against contractualization of jobs as it is a universal phenomenon. A common platform has already emerged and future struggles through the common platform will have to be carried out. MFUCTO will have big TASKS ahead, viz.,

1. Oppose the move of the central government towards Privatization of Pension and Gratuity and extend old tripe benefit scheme to those appointed after 1-1-2004 as recommended by Chheda Committee report.

2. Fight to gain Right to Strike;

3. Fight for the implementation of Chheda Pay Review Committee recommendations with modifications suggested by the AIFUCTO

3 (a) To take up the problems of engineering college teachers including the withdrawal of their arrears for 55 months from 1-1-1996 to 31-7-2000 and simultaneous implementation with effect from 1-1-2006 of the Sixth Pay Commission recommended scales

3 (b) To take up the problems of social work colleges in Maharashtra including granting of Pension to be brought into existence

4. Uniting the entire community of teachers in the State to fight against the anti-people and anti-education policies of the State Government;

5. End Commercialization in the field of Education and fight against the implementation of recommendations of the National Knowledge Commission and State Knowledge Commission

6. Fight against the move of the State Government to dilute the Constitutional provision on Right to Education through the New Bill on Education;

7. Immediately implement the UGC decision on



enhancement of honorarium to Rs.1000/- per lecture for all guest lecturers.

8. Fight for implementation of the UGC Leave Package;

9. Strengthening the Sarkari-Nim-Sarkari and Shikshak Sanghatana Samanvay Samiti in the State to fight for Grants-in-aid to all education institutions as before and regular Payment of salaries in full and in time;

10. Justice to NET/SET affected teachers;

11. Getting proper Placements to teachers in the senior scale and selection grade taking into account total service rendered by the teacher;

12. Struggle to strengthen the public funded education system;

13. Ensure larger allocation of State funds for higher education and implement the Common Minimum Programme announced by the center;

14. Enactment of special provisions for women teachers;

15. Making SET examination more transparent including fixing of unambiguous minimum percentage of mark;

16. Recognizing the past service of Demonstrator, Tutors, Instructors towards counting of qualifying years of experience for CAS;

17. Counting of service rendered by teachers outside the State of Maharashtra;

18. Condonation of breaks in service of teacher by extending the benefit of the rules applicable to the school teachers for condonation of break up to 1/5<sup>th</sup> of qualifying service;

19. Protection of salary of P/4 category teachers transferred to junior college and subsequently brought back to degree college;

20. Remission of workload for college teachers undertaking PG work within and/or outside their universities;

21. Restore workload of university teachers;

22. Withdrawal of Government order for re-fixation and recovery of pay of Librarians/DPEs;

23. Implementation of Petitions committee recommendations in respect of Librarians/DPEs with retrospective effect;

24. Appointment of DPEs in all colleges and filling of vacancies created either by retirement or for other reasons;

25. Enactment of suitable legislation for providing penalties for non-compliance of the Grievance committee recommendations;

26. Ensuring that teachers who participate in seminars/conference/work-shops, examination duties, etc., in Universities and other academic bodies anywhere in India get their legitimate TA/DA and other benefits from the State through their respective institutions;

27. Extending the date of completion of Refresher/Orientation Courses by teachers/Librarians/DPEs for CAS by 2 years including for engineering colleges

28. Release of pension to teachers on the date of their retirement;

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

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

31. Fight to resolve the problem of workload consequent on changing over from 18 periods of 50 minutes to 20 lectures of 48 minutes and to ensure that teachers are not rendered surplus on that account;

32. Fight against the corrupt practices such as donations and unfair practices in admissions and appointments of staff.

Sd/- E.H. Kathale  
General Secretary

Sd/- C.R. Sadasivan  
President

**Mumbai,**

9th December 2008

All India Federation of University & College Teachers' Organisations

## MHRD PRESS RELEASE

### Ministry of Human Resource Development

Thursday, February 12, 2009 16:58 IST

#### Government's clarification regarding implementation of the decision on revision of pay scale of teachers in Universities and Colleges

Government's attention has been drawn to a **news item appearing in certain sections of the print media alleging delay on the part of the Union Ministry of Human Resource Development and the UGC** in implementing the decision on revision of pay scale of teachers in Universities and Colleges.

It is clarified for general information that the MHRD has already issued Government's decision vide communication No.1-32/2006-UII/UI(i) to UGC on 31.12.2008 revising pay with effect from 1.1.2006 and some of the service conditions of teachers and equivalent positions. **Copies of the said communication were endorsed, among others, to Chief Secretaries of State Governments with clear advice in regard to what the State Governments are expected to do in order to be eligible for Central assistance.** In view of this, no separate order is required to be issued to State Governments. Details of the scheme are also available on Ministry's website. The scheme contains a provision that the revised pay and applicable allowances as also arrears up to 40% of the total arrears could be paid to all eligible beneficiaries under the scheme, pending issuance of regulations by the UGC. **The UGC has, in the meantime, approached MHRD for guidance for preparation of fitment tables for various categories of incumbents.**

The finalisation of fitment tables does not stand in the way of teachers getting revised pay based on an undertaking to be given by them which has also been stated in paras 10 and 11 of the Ministry's Orders. **While the fitment tables are being finalised in consultation with the Ministry of Finance, many teachers are reported to have already received their salary under the revised scheme, based on ad hoc fixation of pay.- MHRD**

