

MAHARASHTRA FEDERATION OF UNIVERSITY & COLLEGE TEACHERS' ORGANISATIONS
University Club House, B-Road, Churchgate, Mumbai 400 020.

REPORT OF THE MFUCTO GENERAL SECRETARY FOR THE UNION YEAR 2003

As approved by the General Council on 2nd October 2004 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 2003.

1. THE YEAR 2003 THAT IS GONE BY :

1.1 The Union Year 2003 has got over. However, on the pending issues that we had raised with the Government of Maharashtra there has not been much development. The bureaucracy which has been playing havoc with the education system in the State of Maharashtra continues to do so - what with the introduction of the system of NoCs, CHB and Contractual appointments, denial of legitimate Placement benefits to the teachers, 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. Most of these are effected and regulated by oral orders at the level of the Joint Directors of Higher Education and in total breach of the Government Resolutions and other Rules and Regulations including University Statutes which under the provisions of the Maharashtra Universities Act, 1994, they are required to implement faithfully and without breach.

1.2 No wonder, the teaching and non-teaching community in the State is fast losing confidence in the sense of justice and fair-play at the hands of the non-functioning Higher & Technical Education department. In a democratic system, the bureaucracy which is to act as the link between the Government and the people has failed to do so. In view of this even the well-intentioned policy announcements of the Government are not being implemented in letter and spirit.

2. ELECTTIONS TO THE LOK SABHA AND AFTER :

2.1 A big change has occurred at the center and in some of the States after the recent elections to the 14 th Lok Sabha and some of the State Legislative Assemblies. The Indian elections - 2004 revealed the power of the people in the largest democracy that brought down the ruling NDA government led by Shri Atal Bihari Vajpai which was in office for about 8 years. A new congress-led government with Shri Manmohan Singh as the Prime Minister has been installed. This government is supported from inside by the parties who were pre-poll allies of the Congress and from outside by the left parties, the BJP and the BSP. The Government has already announced the Common Minimum Programme (CMP) which includes, among others, 6% of the GDP to be spent on education, Mid day meals from the centre to the students in the school, no disinvestments of profit making public enterprises and not to follow liberalization policies at the expense of labour. This has not come all of a sudden but due to the sustained struggle of various sections of the working people all over the country against the anti-people policies of the government. In this nation-wide struggle the teachers constituted an important component. The struggle of the Tamil Nadu government employees and teachers which was

brutally crushed by the government became a turning point and galvanized the trade unions all over the country. MFUCTO had also participated in these joint struggles built up in Maharashtra under the banners of the TUJAC and Maharashtra Sarkari Nimsarkari Karmachari Shikshak Sanghatana Samanvaya Samiti.

2.2 Proving all pre-poll and exit poll predictions totally wrong, the elections saw several Ministers from the center and the states being defeated and humbled by the power of the people. While the NDA received severe jolt at the hustings in most parts of the country, the severest drubbing for the NDA came in Andhra Pradesh, Tamil Nadu and Haryana. The defeat of Chandrababu Naidu's government in Andhra Pradesh which boasted of E-governance with the most high profile Chief Minister and the defeat of Jayalitha-led alliance in Tamil

Nagpur University Teachers' Association

MEETING NOTICE : 1

Dated : 13.12.2004

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/- E. H. Kathale
Secretary, NUTA.

Time, Day and Date of the Meeting:
**12.00 Noon on Sunday, the
30 th January, 2005**

Nadu with the total elimination of the AIADMK and the NDA, is a logical culmination of the wrath of the people against misgovernance. The two votaries of development through E-governance and IT, viz., Shri Chandrababu Naidu and Shri SM Krishna have been rejected. The UDF in Kerala had also to eat the dust due to its economic policies favouring the MNCs leading to large unemployment. There is no doubt that slogans like 'India shining' and 'real development' have been rejected by the people as illusions of the rulers. Several complex factors have influenced the voting pattern but the most important ones are misgovernance; Gujarat riots and the observations of the Supreme Court on the partisan handling of the riot cases; the adverse effects of the New Economic Policy of Privatization, Liberalization and Globalization on the common man; disinvestments of profit-making public sector undertakings; huge unemployment; increasing poverty and misery and the widening gap between the urban and rural population; the introduction of the draconian POTA - another name for the State terrorism; anti-labour policies of the Government leading to the massive nation-wide strike on 24 th February 2004 to demand restoration of the right to strike and the withdrawal of the anti-people pro-imperialist globalization policies of the Government.

3. NON-IMPLEMENTATION BY THE HRD MINISTRY OF THE AGREEMENT WITH THE AIFUCTO :

3.1 The Agreement between the Union HRD Ministry and the AIFUCTO dated 6 th September 1998 which ended the historic 26 day All India indefinite strike of 4 lakh University and college teachers, has not been fully implemented though in many respects the UGC had completed its task of making suitable recommendations. On some important issues concerning higher education and the status of teachers, the HRD Minister was to hold discussion and resolve the issues. However, in spite of

the AIFUCTO requesting for meetings time and again with the HRD Minister and also even staging dharna at Delhi and also at State capitals several times, no meeting took place and the HRD Minister completely bypassed the Agreement on matters other than scales of pay. As a result teachers all over the country immensely suffered in several respects including in the matter of third promotion and placement benefits. In order to express our strong protest the AIFUCTO at its Mumbai Statutory Conference in October 2003 resolved to hold a Massive Demonstration against the HRD Minister in his Constituency at Allahabad. This demonstration was staged in January 2004 which received massive support not only from the teaching community through out the country but also from several sections of people connected with education in and around Allahabad. Thereafter the HRD Minister convened a meeting with the AIFUCTO but when the National Secretariat went to meet Dr. Murli Manohar Joshi, the meeting was changed to be with Shri Ravi Mathur, Joint Secretary in the HRD Ministry and this turned out to be a damp squib.

3.2 In the circumstances the AIFUCTO sought an urgent meeting with Shri Atal Bihari Vajpai. This meeting took place on 5 th March 2004 for about 45 minutes and various important issues were discussed. Even in this meeting though the HRD Minister was expected to remain present, he did not attend. The meeting was cordial and the Prime Minister bemoaned that democratic dialogue has not taken place to resolve the outstanding issues. In view of the Code of Conduct having come into vogue, the Prime Minister expressed helplessness and assured the AIFUCTO delegation that justice would be done to the teachers after the elections. For the sorry state of affairs and the total confusion caused throughout the country in respect of several related matters, the AIFUCTO held the then HRD Minister Dr. Murli Manohar Joshi as being solely

प्रा.बी.टी.देशमुख यांची विधानपरिषदेवर विक्रमी मताधिक्याने निवड

सलग पाचव्यांदा पदवीधर मतदार संघातून निवडून येण्याचा विक्रम

अमरावती दिनांक २.१२.२००४ : अमरावती विभाग पदवीधर मतदार संघातील 'नुटा'चे अधिकृत व विदर्भ माध्यमिक शिक्षक संघाचे समर्थित उमेदवार प्रा.बी.टी.देशमुख हे लागोपाठ पाचव्या वेळी महाराष्ट्र विधानपरिषदेवर फार मोठ्या मताधिक्याने निवडून आले आहेत. त्यांनी आपले निकटचे प्रतिस्पर्धी भारतीय जनता पक्षाचे श्री. दिवाकर बळवंत पांडे यांचा १२,१४१ मतांनी पराभव केला. या निवडणुकीमध्ये एकूण वैध मतदान ३७,८७२ झाले व १८,९३७ मतांचा कोटा निश्चित करण्यात आला होता. मतमोजणीच्या पहिल्याच फेरीत प्रा.बी.टी.देशमुख यांना १९,६७२ मते मिळाली तर श्री. दिवाकर पांडे यांना ७,९३१ मते मिळाली. प्रा.बी.टी.देशमुख यांनी पहिल्याच फेरीत आपल्या दहाही प्रतिस्पर्ध्यांना मात देत विजय संपादन केला व दुप्पटीहून जास्त फरक ठेवून त्यांनी भारतीय जनता पक्षाचे अधिकृत उमेदवार श्री.दिवाकर पांडे यांचा पराभव केला.

प्रा.बी.टी.देशमुख यांनी सलग पाचव्यांदा पदवीधर मतदार संघातून अपक्ष उमेदवार म्हणून मिळविलेला विजय हा भारतातील एक विक्रम असून विधानपरिषदेवर लागोपाठ सातत्याने पाचव्यांदा पदवीधर मतदार संघातून निवडून जाणारे प्रा.बी.टी.देशमुख हे पहिले सदस्य आहेत. १९८०, १९८६, १९९२, १९९८ व २००४ या पाचही वेळेला त्यांनी या निवडणुका विहित कोटा पूर्ण करून जिंकलेल्या आहेत. पहिल्या तीनही निवडणुकीमध्ये पहिल्याच फेरीत त्यांनी कोटा पूर्ण केला होता. तर १९९८ च्या निवडणुकीमध्ये अंतिम फेरीत त्यांनी कोटा पूर्ण केला होता. सन २००४ मध्ये आज झालेल्या मतमोजणीत त्यांनी पहिल्याच फेरीत कोटा पूर्ण केला.

या पाचही निवडणुकीमध्ये त्यांनी आपल्या नजीकच्या प्रतिस्पर्धी भारतीय जनता पक्षाच्या उमेदवारांचा वाढत्या मतांनी पराभव केल्याचे दिसून येते. १९८० मध्ये आपल्या निकटतम प्रतिस्पर्ध्यापेक्षा त्यांना १७७४ मते जास्त मिळाली होती. तर १९८६ मध्ये आपले निकटतम प्रतिस्पर्धी भा.ज.प. चे श्री.वसंतराव देशमुख यांचा त्यांनी २३८९ मतांनी पराभव केला होता, तर १९९२ मध्ये भा.ज.प.चे श्री. अण्णासाहेब जवंजाळ यांचा त्यांनी ३८८७ मतांनी, तर १९९८ मध्ये भा.ज.प.च्या श्रीमती किरणताई महल्ले यांचा त्यांनी ८८३८ मतांनी पराभव केला. यावेळी श्री.दिवाकर पांडे यांचा १२,१४१ मतांनी पराभव केला.

या निवडणुकीचे वैशिष्ट्य असे की, प्रा.बी.टी.देशमुख यांना मिळालेली पसंतीच्या प्रथम क्रमांकाची मते भारतीय जनता पक्षाचे श्री. दिवाकर पांडे व शिवसेनेचे अॅड. अनिल काळे या दोघांनाही मिळालेल्या मतांच्या बेरजेपेक्षा दिडपटीहूनही जास्त होती. प्रा.बी.टी.देशमुख यांना पसंतीच्या प्रथम क्रमांकाची १९,६७२ मते मिळाली तर भा.ज.प.चे श्री. दिवाकर पांडे यांना पसंतीच्या प्रथम क्रमांकाची ७,९३१ व अॅड. अनिल काळे यांना ४,३६३ मते मिळाली.

responsible.

3.3 Along with the defeat of several Ministers at the center including the Finance Minister and the Railway Minister, the big defeat of the HRD Minister, Dr Murlu Manohar Joshi came as no surprise to the teaching community. Now that a new government has been installed in office and Shri Arjun Singh has taken over as the HRD Minister, the AIFUCTO has called upon the government to resolve all pending issues immediately.

3.4 The AIFUCTO and the academic community had severely criticized the then HRD Minister for interference with the syllabus and course contents as also for safronization of education with the introduction of astrology and karmakanda. In a leading Article on Educational Reforms in the Times of India (June 2, 2004), Shahid Amin, a Professor at Delhi University, had observed as under :

"With an erstwhile professor of economics now as our prime minister, there is great expectation among teachers at all levels of the educational pyramid. All those who dirty their hands with chalk-and-duster, whether in manicured management institutes, or the stable-like lecture rooms in most universities across the land, are visibly relieved. The dark phase of thought-control, the arrogation of educational wisdom to a handpicked coterie of under-qualified academic bureaucrats, the systematic slandering of our tallest scholars as inadequately Bharatiya, the throwing of muck, often quite literally, at some of the most distinguished foreign scholars of India's cultural and religious past -all this is mercifully over, for five years at least. So we hope."

It is in this context that the new HRD Minister's call for detoxification of education should be viewed by us as a hope for

the future. It is common knowledge that a government has to be judged not by what it promises that it will do but by what it actually does to relieve the common people of the serious problems that they are faced with. We will therefore have to watch the economic path that the government at the centre will take and monitor its performance, more so because the present Prime Minister was the Finance Minister who initiated the NEP with accent on Privatization, Liberalization and Globalization in the 1991 Narsimha Rao Government and the present Finance Minister, Shri. Chidambaram, was also earlier the Finance Minister and implemented the IMF-WB dictated economic policies. Therefore on economic policies, we should be vigilant and be prepared to organize movement along with our friendly organizations.

3.5 The AIFUCTO's urgent demand for a Meeting with the new HRD Minister was granted and the meeting took place in New Delhi at the residence of the Minister on 23rd July 2004. The outstanding issues have been presented to the Minister through detailed documents and it is hoped that the issues will get resolved soon. The National Executive Committee of the AIFUCTO met at pondicherry on 21st August 2004 and welcomed the political changes that had taken place at the center after the elections to the Lok Sabha and expressed the hope that the new government at the center would work towards implementation of the National Common Minimum programme and also address itself to the issues of University and college teachers arising out of the Agreement dated 6th September 1998 between the HRD Ministry and the AIFUCTO pending since the year 1998 with the said Ministry and/or the UGC. The Academic Conference of the AIFUCTO will be held in the first week of November 2004 at Jodhpur where the HRD Minister, Shri Arjun Singh, has consented to be the Chief Guest. By this time if the

**ELECTION TO THE MAHARASHTRA LEGISLATIVE COUNCIL
FROM AMRAVATI DIVISION GRADUATES'
CONSTITUENCY - 2004**

Roundwise total number of valid votes recorded for candidates and of rejected ballot papers

Name of Candidates	1st Round	2nd Round	3rd Round	Total
1. Adv. Anil Kale	1619	1585	1159	4363
2. Diwakar Balwant Pande	2707	2739	2085	7531
3. Adv. Ajayakumar Kamalkishor Chamediya	37	26	25	88
4. Prof. B.T.Deshmukh	7010	6950	5712	19672
5. Adv. Meshram Ramdas Gautam	102	117	74	293
6. Rajendra Ramrao Thakre	158	172	146	476
7. Adv. Rajesh Shiwajirao Wankhede	10	25	13	48
8. Adv. Sudhir Hiranman Tayade	16	17	14	47
9. Adv. Sunil Gajbhiye	88	82	72	242
10. Dr. Santosh Thakare	1745	1712	1426	4883
11. Hemant Sarangdhar Meshram	87	89	53	229
Valid Votes Total	13579	13514	10779	37872
Number of rejected ballot Papers	421	486	390	1297
Valid and rejected votes total	14000	14000	11169	39169

1. Total Electorate	68253	2. No. of Electors who voted	39169
3. No. of Valid Votes	37872	4. No. of ballot papers rejected	1297
		5. Quota (37872 :- 2 + 1) =	18937

I declare that, **Prof. B.T.Deshmukh**, No. 3, Subodh Colony, Amravati - 444 604, has been duly elected.

Dated the 2nd day of December 2004.

Returning Officer,
Amravati Division Graduates
Council Constituency.

issues do not get satisfactorily resolved, the NEC and the Academic Conference will be compelled to give a call for a new movement in the future.

4. THE SITUATION IN MAHARASHTRA :

4.1 In Maharashtra, despite our best efforts, several important issues have not been resolved by the Government so far. Though there is no ban on recruitment of teachers as yet announced by the Government officially, the appointments of teachers are not being cleared at the levels of the Director and Joint Directors of Higher Education. Hundreds of posts are lying vacant in the universities and colleges. Appointments are virtually converted into contractual/clock hour appointments and the educational institutions are starved of the services of regularly appointed and qualified teachers. Some of the managements of colleges have started resorting to the obnoxious system of "Walk-in" Interview instead of the duly constituted selection committee. All the rules of recruitment of teachers based on advertisements in national newspapers to attract the national talent are being sidelined. This is affecting large sections of the students who are denied their right to receive the benefit of regular instructions at the hands of qualified and duly appointed teachers. It is shocking to know that the contractually appointed teachers are receiving salaries which are lesser than even what is paid in the college to Class IV employees. This is also leading to a flight of talented and meritorious persons from the teaching profession. Maharashtra government has not taken any initiative to address this issue in the last two years. On the contrary, they have given more emphasis to self-financing courses which is leading, in the absence of any control, to informalization of higher education in the State. However, due to strong protest from the academic community, the government has had to come out with GR directing release of NoC at least in respect of 50% of the open posts. While this will reduce to some extent the hardships to the students and the teachers, the solution will be to throw open all the posts that existed as on 31 st December 1995 to be filled in on a regular basis immediately.

4.2 The Government of Maharashtra has to issue suitable orders to -

- End contractualization of teaching appointments;
- Regularize all the teachers without NET/SET in the system who have been appointed as per the then existing procedures for recruitment;
- Release the balance of arrears of fifth pay commission salaries in respect of non-NET/SET teachers;
- Regularize the appointments of all clockhour and contractual teachers;
- Complete the Placements of teachers in the Senior Scale and Selection Grade strictly as per the UGC regulations with benefits of total service being considered by immediately withdrawing the illegal conditions which are placed by the Director of Higher Education and/or the Joint Directors;
- Full implementation of the UGC and Central Government Orders as also the GR dated 11th December

1999 to Part Time teachers including Placement benefits to them;

g) Implement the UGC Package in full including the Leave Package.

5. UGC AND THE UNIVERSITIES IN CONTEMPT OF HIGH COURT ORDERS IN THE NET/SET QUALIFICATION CONDITIONS :

5.1 MFUCTO has been fighting for the cause of non-NET/SET teachers affected by arbitrary orders of the Government from time to time such as the GR dated 22nd December 1995. The MFUCTO has made it clear to the Government and the Universities that the non-NET/SET teachers who are already in service need to be protected inasmuch as such teachers have been selected by the duly constituted selection committees and were fully qualified as per the provisions of the Statutes of the Universities and that NET/SET was not an in-service qualification condition.

5.2 In spite of this, however, the government continued to issue arbitrary orders, such as, GR dated 13th June 2000, 18th October 2001 and so on, which though seeking to protect non-NET/SET teachers in service, also called upon the managements to terminate teachers appointed prior to some cut-off date arbitrarily decided by the Government. It was in view of such callous attitude of the bureaucracy that the Hon'ble High Court through Aurangabad Bench and also at Mumbai had to intervene through Judgment and Order directing all cases of teachers "appointed after December 1999" to be referred to UGC for considering the benefit of extending exemption from NET/SET to such teachers. The High Court had in fact specified time limit of 4 months each to the colleges, universities and the UGC to complete the entire process and come out with its decisions. However, nothing has been done by the parties so far and the UGC is committing contempt of the High Court directions.

5.3 The Executive Committee of the MFUCTO has discussed the various developments in respect of NET/SET at the levels of the Universities, Government and the High Court. On the basis of the discussion, the MFUCTO has adopted a number of Resolutions from time to time expressing its stand that teachers "who are occupying the positions since they were lawfully recruited" have gone through Selection Committee interviews, cannot now be asked to clear NET/SET. The MFUCTO has also sent to the Chairman of the UGC a detailed Memorandum setting out various facts about NET/SET in the State and also the various Judgments of the Supreme Court and the High Courts including of Mumbai. The MFUCTO has brought to the notice of the authorities the decision contained in the recent Calcutta High Court judgment, viz., that the UGC can insist on NET/SET qualifications only prospectively from 4/4/2000 but not retrospectively." The MFUCTO has asked for a meeting with the Chairman and officials of the UGC. The MFUCTO has also brought to the notice of the authorities, Unfortunately such a meeting has not been convened so far. The UGC Chairman has however promised that after the Universities complete their formalities of sending the cases to the UGC, a meeting may be convened. It is hoped that such a meeting will take place at an early date and the matter would be resolved properly.

शिक्षक मतदार संघातून विधानपरिषदेवर सलग तिसऱ्यांदा निवडून जाणारे

विदर्भ माध्यमिक शिक्षक संघाचे पहिले प्रतिनिधी

श्री. व्ही.यु. डायगव्हाणे यांचा विजय

नागपूर दि. २.१२.२००४ : महाराष्ट्र विधानपरिषदेवर नागपूर विभाग शिक्षक मतदार संघातून झालेल्या निवडणुकीत विदर्भ माध्यमिक शिक्षक संघाचे अधिकृत व नुटाचे समर्थित उमेदवार श्री. विश्वनाथ डायगव्हाणे हे लागोपाठ तिसऱ्या वेळी विजयी झाले आहेत. महाराष्ट्र विधानपरिषदेसाठी नागपूर विभाग शिक्षक मतदार संघाची निवडणूक दिनांक ३० नोव्हेंबर २००४ रोजी होवून गुरुवार, दि. २ डिसेंबर रोजी झालेल्या मतमोजणीत विदर्भ माध्यमिक शिक्षक संघाचे अधिकृत उमेदवार श्री. विश्वनाथ डायगव्हाणे ५९८ मतांनी विजयी झाले. त्यांना ११ हजार ९८ तर त्यांचे प्रतिस्पर्धी महाराष्ट्र राज्य शिक्षक परिषदेचे दिपक गोखले यांना १० हजार ५०० मते मिळाली. एकूण मतदान २६ हजार ५११ इतके झाले होते. त्यापैकी विद्यमान आमदार श्री. विश्वनाथ डायगव्हाणे यांनी प्रथम पसंतीची ९ हजार ८७२ मते घेवून ६०० च्या वर मतांची आघाडी घेतली आणि ती आघाडी शेवटपर्यंत कायम ठेवून ते विजयी झाले. त्यांनी महाराष्ट्र राज्य शिक्षक परिषदेचे श्री. दिपक गोखले यांचा पराभव केला. श्री. व्ही.यु.डायगव्हाणे शिक्षक मतदार संघातून विधानपरिषदेवर सलग तिसऱ्यांदा निवडून जाणारे विदर्भ माध्यमिक शिक्षक संघाचे पहिले प्रतिनिधी ठरले आहेत.

5.4 The General council of the MFUCTO impresses upon the Chief Minister of Maharashtra to hold meeting with the MFUCTO immediately to resolve these problems.

6. PROFESSIONAL EDUCATION IN MAHARASHTRA :

6.1 In the Report for the Union Year 2002, the details of the Judgment dated 30 October 2002 of the full bench of the Supreme Court of India consisting of 11 Judges viz., T.M.A. Pai Foundation & Ors v/s Karnataka including the clarification issued later on by the 3 Judge Bench headed by the Chief Justice, were highlighted. We had predicted as to what would be the adverse impact of the Judgment on the professional education in the country, more particularly in Maharashtra where the effect would be even worse than elsewhere, because in our State, as all of us know, professional educational institutions to the extent of 85% are in the hands of the politicians, now popularly called the Shikshan Samrat.

6.2 The recent developments of private managements fighting with the government of Maharashtra for increasing the management quota, refusing to accept the Central/ State Entrance Tests, charging very high fees without accepting the recommendations of the Justice Jahagirdar Committee, not starting with admissions in time, etc., indicate that the system of non-government college professional education in Maharashtra is highly dictatorial and exploitative of the parents, students, teaching and non-teaching staff Engineering colleges are leading examples in this respect. The MFUCTO is of the opinion that if the State control is diluted, the entire edifice of professional education in our State will collapse permitting the richer sections of the community to buy education at a price. This will have far-reaching adverse consequences to the society in the near future.

6.3 Teachers in the colleges in the private unaided Engineering Colleges, under the banner of the MFUCTO, are already fighting various exploitative methods adopted by the managements overtly and covertly supported by the State, such as siphoning off the arrears of salaries in the revised scale of pay of 55 months from 1-1-1996 to 31-7-2000 running into lakhs of rupees of teachers by the managements. The Writ Petition challenging the GR dated 4 th October 2000 has been filed and it is admitted by the Hon'ble Division Bench of the High Court. The AICTE which has to guard the rights of the teachers in engineering colleges has also filed its Affidavit recently in which it has stated in paragraphs 13 & 14 stated as under :

"13. I state and submit that the abovementioned scheme of the revised pay scales are to be implemented in accordance to the aforesaid Notification dated 3 rd May 2000 of the

AICTE. I further state and submit that any modification thereto in its implementation requires the prior approval of the Ministry of Human Resources and Development, failing which such modifications are void and bad in law and liable to be set aside.

"14. I say that the Technical Institutions are bound/obliged to pay the Pay Scales and other service terms and conditions of the Technical Institutions as are necessary to maintain excellence in Technical Education and as informed by the AICTE from time to time."

The MFUCTO will be moving the Court for urgent hearing of the Petition as soon as Writ notices are issued to all the 138 Respondents.

7. UNITED STRUGGLE - THE NEED OF THE HOUR :

7.1 The educational scenario is fast changing and the ad hoc decisions taken by our Government from time to time have helped only in attacking all sections of people in the education stream such as the teaching and non-teaching staff at pre-primary, primary, secondary, higher secondary, College and University levels as also students and parents. The contractual appointments, non-release of non-salary grants, clubbing of subjects, closing of streams, restructuring of fees, etc., will need united struggle through Samanvay Samiti to force the government to retrace the wrong steps it has taken. As intellectuals the task on us is not to be restricted narrowly to the unity in the education sector. Just as we are suffering, other sections of the working class are also suffering and fighting against the New Economic Policy with accent on Privatization, Marketization, Liberalization and globalization.

7.2 The united struggle through the Samanvaya Samiti has had gains to us as teachers. The DA has been restored to the central rate and now 50% of the DA is to be merged into the basic pay. These are big gains to all of us.

8. ORGANISATIONAL STRENGTH :

8.1 The MFUCTO has been growing from strength to strength through muted struggles. The voice of the teachers is therefore being heard in the corridors of the Universities. Elections to the Senate, the Management Council, Boards of Studies, Academic Council will have to be held in the late 2004 or early 2005. The affiliates of the MFUCTO will have once again to gear up towards this democratic task of putting the intelligent, the honest, academically committed and the devoted to these bodies. The functioning of the teachers' unions has to be democratic, transparent and accountable. The MFUCTO has been working towards this end.

8.2 In all 7 meetings of the Executive Committee were held during the Union Year 2002 apart from the meetings of the Women's cell of the MFUCTO. Huge demonstrations have

अनुशेष निर्मूलनाचा लढा असाच धैर्यपूर्वक सुरु ठेवणार

प्रा.बी.टी.देशमुख यांची प्रतिक्रिया

अमरावती दि. २ : "पदवीधर, शिक्षक, कर्मचारी आणि बेरोजगारांच्या समस्यांना प्रभावी व स्पष्टपणे वाचा फोडणे हे तर माझे कर्तव्यच आहे; पण त्याचबरोबर या विभागाचा अनुशेष निर्मूलनाचा लढा सुरु ठेवण्याची जबाबदारी मतदारांनी माझ्यावर सोपविली याबद्दलची नम्र जाणीव आपणास असून हा लढा आपण यापुढेही धैर्याने सुरु ठेवणार आहोत. 'मरेपर्यंत' काम करणाऱ्याला लोक 'जीवंत' असेपर्यंत निवडून देतात हा यातून आलेला अनुभव कामावरील व लोकशाहीवरील विश्वास आणखी दृढ करणारा आहे." अशी प्रतिक्रिया सलग पाचव्यांदा विक्रमी मतांनी विजयी झालेले विधानपरिषदेचे नवनिर्वाचीत सदस्य प्रा.बी.टी.देशमुख यांनी आज व्यक्त केली. अमरावती विभाग पदवीधर मतदार संघातून सलग पाचव्यांदा निवडून येण्याचा विक्रम केल्यानंतर ते स्थानिक बचत भवनात पत्रकारांशी बोलत होते.

आपल्या ऐतिहासिक विजयावर प्रतिक्रिया व्यक्त करतांना प्रा.बी.टी.देशमुख म्हणाले की, "सलग पाचव्यांदा विजयी करून या मतदार संघाने माझ्यावर विश्वास दाखविला, त्यातूनच भारतातील विधान परिषदेच्या इतिहासात एक ऐतिहासिक विक्रम घडला आहे. पदवीधर मतदार संघातून लागोपाठ पाचव्यांदा अपक्ष प्रतिनिधीला सभागृहात पाठविण्याचा विक्रम या मतदार संघाने घडविला आहे. मतदार हे न्यायाधीश असतात. त्यांच्यासमोर आपली कैफीयत सुसंस्कृतपणे आणि सभ्यतेने मांडली पाहिजे. लोकांपर्यंत न जाता केवळ पत्रपरिषदांच्या माध्यमातून द्रव पदार्थात बुडवून वापरली गेलेली अभद्र भाषा, अपशब्दांचा वापर, उद्धट आणि उर्मटपणाचे बोलणे, वारंवार तेच तेच असत्य आरोप करणे या सर्व बाबींचे लोकांनी उत्तम मूल्यमापन केले, हा या निवडणुकीचा बोध आहे. सभ्यपणे निवडणूक लढविणाऱ्यांची हिंमत वाढविणारा हा निकाल आहे," अशा शब्दात प्रा.बी.टी.देशमुखांनी आपली प्रतिक्रिया दिली.

प्रा.बी.टी.देशमुख यांनी सांगितले की, "जलसिंचनाचा अनुशेष दूर झाल्याने मोठ्या प्रमाणावर रोजगार उपलब्ध होईल यावर माझी श्रद्धा आहे. विधान परिषदेवर अशा रितीने पाचव्यांदा निवडून येणे ही दुर्मीळ गोष्ट आहे. त्यामुळे माझी जबाबदारी वाढली आहे. नुटा व विदर्भ माध्यमिक शिक्षक संघाच्या सोबतच सर्व समविचारी संघटनांच्या नेत्यांनी, कार्यकर्त्यांनी व सहकाऱ्यांनी बांधलेली भक्कम फळी व त्यासोबतच सर्वच धर्मनिरपेक्ष पक्षांनी दिलेले पाठबळ यामुळे हे यश प्राप्त झाले." असेही त्यांनी प्रतिपादन केले.

been organized not only at various university centres but even at Mumbai by the SNTWUCTU and the BUCTU as affiliated units of the MFUCTO.

9, MEETING WITH THE GOVERNMENT :

9.1 The MFUCTO has been demanding meeting with the minister for Education to discuss the implementation of the complete scheme as given by the UGC. Though five years have passed after the 1999 G.R. on the new scales was issued the Government orders are not forth coming on some of the important aspects of the Fifth pay Commission. In fact, a meeting has been sought with the minister for social welfare to discuss the problems of teachers working in social work colleges in the state for which MFUCTO has also submitted a detailed memorandum on behalf of the Social work college teachers in the state. However, such a meeting has also not taken place.

9.2 Now elections are due to be held to the Maharashtra Legislative assembly. The MFUCTO expects the new Government to resolve these problems within three months of assuming office.

10. TASKS STILL AHEAD :

10.1 Some of the demands have been met by the struggle of the MFUCTO and its affiliates. However, many more new issues are thrown up which the teachers have to face such as contractual appointments, self-financing courses and teachers working in the said courses. 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 contractualization will be needed. The Executive Committee of the MFUCTO at its meeting held on 4 th July 2004 has already adopted a Resolution condemning the contractual GR and further

action thereon will be taken. In this struggle against contractualization of jobs, however, MFUCTO will not be alone because the TUJAK and the Samanvaya Samiti are also agitating against contractualization of jobs. A common platform has already emerged and future struggle through the common platform will have to be carried out.

1. Uniting the entire community of teachers in the State to fight against anti-people and Anti- education policies of the State Government. Joining the united movement of Central-State Government employees and teachers to demand the Right to Strike through a 5 crore signature campaign and March to parliament on 7th December 2004 to press for the 10 - point Charter of Demands,

2. Strengthening the Sarkari-Nim-Sarkari and Shikshak Sanghatana Samanvay Samiti in the State to fight to (a) retain 15 days CL; (b) Grants-in-aid to all education institutions as before; (c) regular Payment of salaries in full and in time.

3. Justice to NET/SET affected teachers;

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

5. Compelling government to withdraw Orders on contractual appointments;

6. Struggle to strengthen the public funded education system;

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

8. Enactment of special provisions for women teachers; To compel the State Government to implement strictly the 30% Reservation of posts for Women teachers in the Universities

NAGPUR UNIVERSITY TEACHERS' ASSOCIATION

१ जानेवारी १९९६ पूर्वी सेवानिवृत्त झालेल्या प्राध्यापकांच्या माहितीसाठी : ४

(१) १ जानेवारी १९९६ पूर्वी सेवानिवृत्त झालेल्या प्राध्यापकांची सभा शनिवार, दि. १४ ऑगस्ट २००४ रोजी दुपारी ३.०० वाजता शिक्षक भवन, अमरावती विद्यापीठ परिसर, अमरावती येथे प्रा. वी.टी. देशमुख यांच्या अध्यक्षतेखाली आयोजित करण्यात आली होती. त्यासभेत "१ जानेवारी १९९६ पूर्वी सेवानिवृत्त झालेले (१) प्राध्यापक (२) असे पीएच. डी. धारक प्राध्यापक व (३) १५ वर्षे सेवा झालेले प्राचार्य, १ जानेवारी १९८६ पूर्वी सेवानिवृत्त झालेले प्राध्यापक यांच्याबाबत निवृत्तीवेतन निश्चित करताना मूळ वेतनश्रेणीचे 'मिनीमम' चुकीचे धरण्यात आले असल्याने वरील अन्यायाविरुद्ध "सुटा" ने जी याचिका दाखल करण्याचा निर्णय घेतला आहे त्या याचिकेमध्ये विपरितरित्या प्रभावित झालेल्या शिक्षकांनी व्यक्तीशः वादी म्हणून सहभागी व्हावे " असा निर्णय घेण्यात आला होता. याच सभेत असाही निर्णय घेण्यात आला होता की "अशा याचिकेमध्ये सहभागी होणाऱ्या प्राध्यापकांकडून कोणती माहिती व कागदपत्रे सोबत लागातील हे 'सुटा'कडून कळल्यानंतर नुटातर्फे ते बुलेटीन मार्फत किंवा पत्रव्यवहाराद्वारे अशा शिक्षकांना कळविण्यात येईल. त्यासोबत रेखांकित धनाकर्ष कोणत्या पत्त्यावर पाठवावा व निश्चित कोणत्या नावे पाठवावा तेही कळविले जाईल."

(२) उपरोक्त निर्णयाप्रमाणे कारवाई करण्यात आली. 'सुटा'च्या सचिवांना फोनवरून व नुटा बुलेटीनच्या माध्यमातून माहिती देण्यात आली. 'सुटा'चे प्रमुख कार्यवाह प्रा.सुधाकर मानकर यांनी संघटनेचे अध्यक्ष प्रा.वी.टी.देशमुख यांना दिनांक ७.९.२००४ रोजी पत्र लिहून पुढील प्रमाणे माहिती कळविली आहे. :- "याचिका दाखल करण्यासाठी आवश्यक ती कागदपत्रे व याचिकाकर्त्याची माहिती 'सुटा'चे अॅडव्होकेट श्री. मदन फडणीस (मुंबई) यांच्याकडे दिली आहेत. या संदर्भात अॅडव्होकेट श्री. फडणीस यांनी याचिकेसाठी अधिकची माहिती मागविली आहे. त्या अनुषंगाने याचिकाकर्त्याची माहिती मागविण्यासाठी नवा व सुधारित 'प्रोफॉर्मा' तयार करण्यात आला व शिवाजी विद्यापीठातील सर्व संबंधितांना पाठविण्यात आला आहे. दरम्यान 'नुटा' तर्फे या संदर्भात अमरावती येथे सेवानिवृत्त शिक्षकांची १४ ऑगस्ट २००४ रोजी बैठक घेण्यात आली आहे. त्यानुसार संबंधित सेवानिवृत्त शिक्षकांची व याचिकेसाठी प्रारंभिक निधी म्हणून रु. १०००/- 'सुटा' कडे पाठविण्याबाबत निर्णय झाला आहे. या संदर्भात प्रोफॉर्मा पाठविण्याबाबत व डी. डी. कोणाच्या नावे पाठवावा याबाबत आमदार प्रा.वी.टी. देशमुख यांचा फोन आला होता. तेव्हा नागपूर / अमरावती विद्यापीठातील शिक्षकांना याचिकेमध्ये सहभागी होता येईल का याबाबत अॅडव्होकेट श्री.फडणीस यांच्याकडे विचारणा केली. अॅडव्होकेट श्री.मदन फडणीस यांनी सांगितल्यानुसार नागपूर/अमरावती विद्यापीठातील शिक्षकांना नागपूर खंडपीठाकडे प्रथम याचिका दाखल करावी लागेल व त्यानंतर ती याचिका समांतर स्वरूपाची असल्याने मुंबई न्यायालयाकडे वर्ग करावी लागेल."

(३) दिनांक ७.९.२००४ च्या पत्रान्वये प्रा.सुधाकर मानकर यांनी आणखी असेही कळविले आहे की :- "म्हणून आपणास विनंती की, आपण संबंधित सेवानिवृत्त शिक्षकांची याचिका नागपूर खंडपीठाकडे दाखल करावी. त्यासाठी आम्ही 'सुटा'तर्फे केलेला याचिका अर्ज आपणाकडे पाठवू व त्याआधारे आपण तोच अर्ज (नावे बदलून) नागपूर खंडपीठाकडे दाखल करावा. नंतर यथावकाश तो याचिका अर्ज मुंबई न्यायालयाकडे वर्ग करण्याचा अर्ज करावा लागेल. अर्थात 'सुटा'ची याचिका दाखल केल्यावर व ती अॅडमिट झाल्यावर आम्ही याचिकेची प्रत पाठवू."

(४) या विषयाशी संबंधित सर्व प्राध्यापकांच्या माहितीसाठी असे कळविण्यात येत आहे की 'सुटा'ने दाखल केलेल्या याचिकेची प्रत मिळाल्यानंतर 'नुटा'तर्फे याबाबतची पुढील कार्यवाही पार पाडली जाईल.

डॉ. एकनाथ कठाळे
सचिव, नुटा

and the colleges and to enact special provisions for all women teachers,

9. Making SET examination more transparent including fixing of unambiguous minimum percentage of marks.

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

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

12. 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 th of qualifying service;

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

14. Remission of workload for college teachers undertaking P G work within and-or outside their universities;

15. Restore workload of university teachers;

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

17. Implementation of Petitions committee recommendations in respect of Librarians. DPEs with retrospective effect

18. To agitate against the new Ph.D enrolment rule being compelled on the Universities by the Governor as Chancellor of the Universities and to restore existing enrolment rules for Ph.D.

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

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

21. Ensuring that teachers who participate in seminar/conference/workshop, 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;

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

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

24. 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;

25. To take up the problems of social work colleges in Maharashtra; and

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

27. Enhance the maximum limit of gratuity payment to teaching and non-teaching staff to bring it on line with the provisions of the Central Gratuity payment Act,

28 Organize teachers in Maharashtra to compel the State Government not to go ahead with the proposal for starting self-financing private Universities in the State,

29. To compel the Government to scrupulously adhere to the Perspective plan prepared by the Universities in the State as per the provisions of the Maharashtra Universities Act, 1994 as amended from time to time and stop the practice of granting permission to start new colleges not covered within the perspective plan,

30. To compel the Government to ensure that all teaching posts falling in the category of Reservation for the Backward Classes in the Universities and colleges are filled in by persons belonging to the reserved categories and extend all the benefits that are available under the law to such teachers holding the posts,

31. To compel the State Government to lift the ban on recruitment of teaching and non-teaching staff in the Universities and colleges in the State.

32. To get released with retrospective effect full non-salary grants to the colleges covered under the grant-in-aid system with retrospective effect;

33. In respect of the PT and Sports Directors while counting of their service for the purpose of placement benefits, compel the government to end the arbitrary system of "notional fixation" and release full arrears to such category of teachers;

34. To compel the State Government to evolve proper workload norms based on the strength of students in respect of Physical Directors to end the arbitrary nature of assigning duties to such category of teachers;

35. To compel the state Government to give the benefit of fixation at Rs. 14,940/- to all the teachers on completion of 5 years in the selection grade;

Mumbai, 2 nd October, 2004

(C.R Sadasivan)
General Secretary

SELF-FINANCED UNIVERSITIES IN THE STATE OF MAHARASHTRA

RESOLUTION

ADOPTED AT THE ANNUAL GENERAL COUNCIL

MEETING OF THE MFUCTO HELD IN MUMBAI ON 2 nd OCTOBER 2004.

The Annual General Council Meeting of the Maharashtra Federation of University and College Teachers Organisations (MFUCTO) is shocked to see the advertisement dated 1st October 2004 in Times of India and other News papers by the Higher and Technical Education Department, Government of Maharashtra inviting applications for the establishment of Self-Financed Universities in the State of Maharashtra. Provisions in clause 5(1) of Maharashtra Ordinance No. XXII of 2004, dated 16th August 2004 is permitting all the Trust/Society which are registered on or before 30.9.2004 and can enclose a Demand Draft of Rs. 15 lakhs towards the processing fee to send applications and project report in the prescribed form for establishing new Self-Financed University for undergraduate degree level and post graduate level courses in Engineering/Technology/Pharmacy/Architecture Town Planning/Hotel Management and Catering Technology/ Applied Arts and Crafts and M.B.A and M.C.A./Health Sciences/Biotechnology/Humanities like Arts, Science and Commerce/ Law/Education /Physical Education/Music/Performing Arts/Finance/Sports etc.

This is in continuation of the privatisation and liberalisation policy pursued by the Governments at the national and state level. This is an attempt to kill the public funded education which is already in deep crisis. The issue of this advertisement despite the prevalence of the election code of conduct is a clear case to appease the education barons and prompt them to give funds liberally to the ensuing Maharashtra Assembly election scheduled for 13th October 2004.

The Annual General Council Meeting of the MFUCTO hereby urge the Hon. Chancellor and Governor of Maharashtra to intervene in this matter direct the government to withdraw the above advertisement inviting applications for the establishment of Self-Financed Universities in the State of Maharashtra with immediate effect.

NATIONAL CONVENTION

OF CENTRAL AND STATE GOVT. EMPLOYEES AND TEACHERS

24th September, 2004 at Indian Institute of Public Administration, New Delhi

DRAFT DECLARATION

This National Convention of Central and State employees and teachers being held at the IIPA Auditorium on 24th September, 2004 congratulates the Central and State Government employees and teachers for their yeoman efforts in organizing the one day strike on 24.02.2004 along with other segments of the working class in the country to assert the inalienable right to strike. The strike action was the magnificent response to the untenable observation of the Supreme Court in the case of the Tamil Nadu State Govt. Employees on the question of right to strike. The participation of about 10 million Govt. employees and teachers and their joining about 3 crores workers of other sectors made the struggle the biggest ever industrial action by the employees and workers in free India.

This convention also takes this opportunity to congratulate the working class in the country in general and the Govt. employees in particular for their incessant efforts in mobilizing the public opinion in the country against the pernicious economic policies and ultimately making it possible to bring about a change in the Govt. itself at the centre.

While a welcome political change has been brought about and a policy statement taking into account the concerns and aspirations of the working people has been announced by the United Progressive Alliance Government, there is unfortunately a discernible tilt on the part of the present rulers towards continuing the discredited economic policies. This is clearly manifested in the various pronouncements made by the persons in authority and more so in the Budget presented to the Parliament by the UPA Govt. in July, 2004. The Finance Minister has doggedly refused to revisit those proposals in the Budget that are prima facie anti-working people in character but has gone out of the way to appease the TNC backed stock brokers. So far no change has been effected in the policy of downsizing, privatization of Governmental functions and academic institutions, ban on recruitment, outsourcing, contracturisation, curtailment of pension and other social security measures, whereas contrary to what is promised in the CMP documents, the FDI in vital economic sectors is raised and a proposal is mooted to amend the century old Postal Act to take away some of its functions and assign them to private organizations. In short the track record of UPA Government in its hundred days in power has been going against the working class with full speed of IMF- World Bank dictated neo-liberal economic policies.

This Convention, therefore, appeals to all the central and state govt. employees and teachers to invigorate the movement further, tread the path of the struggle, organize joint state and district level conventions to mobilize the employees for a decisive battle to reverse the present policies and to generate sanctions to bring about settlement of various demands of central and state govt. Employees and academic institutions.

This Convention appeals to all the affiliates of the Confederation of CGEs and Workers and All India State Govt. Employees Federation and Teachers organizations to intensify the signature campaign for the submission of the Joint Memorandum on Right to strike to the Speaker, Lok Sabha and reach the target of 5 crore signature by 30th November, 2004.

The Convention decides to organize a massive March to Parliament on 07-12-04 at New Delhi to submit the said memorandum to the Speaker, Lok Sabha on that day demanding Right to Strike and settlement of the following Charter of Demands. :-

1. Right to Strike of Govt. Employees and Teachers to be guaranteed by ratifying the relevant ILO Conventions 87,98,151 and 154 or through suitable parliamentary enactment. Repeal of British made slavish Govt. Servant Conduct Rules, Scrapping of arbitrary and most undemocratic articles 311 2(B) and (C) of the Constitution of India which empower the Government to automatically dismiss without showing any reason or giving any scope for self defence. Full trade union and democratic rights to be guaranteed to the entire working class and attempt for retrograde change of labour laws have to be abandoned. Suppression of trade union struggles and victimization of the participants have to be stopped;

2. Stopping of downsizing, closure, privatization and contracturisation of Govt. Departments, Public Sectors, Educational Institutions, scrapping of retrograde reports of Expenditure Commission, Ahluwalia Committee and Rakesh Mohan Committee;

3. Stopping of contract and casual appointment replacing regular appointment in Govt. Departments, State Public Sector, Schools, Colleges and Universities and cutting of economic, pension and other social security benefits and the privileges earned by employees and teachers through sustained struggle. Appointment of necessary non-teaching staff and creation of appropriate infrastructure for mid-day meals in schools as promised in the CMP under the supervision of teacher's organizations;

4. Immediate withdrawal of privatization of pension as envisaged in the new pension scheme ordered by the earlier Govt. following World Bank- IMF dictation replacing the existing statutory pension scheme. The existing statutory pension scheme should continue for all old as well as new recruits;

5. Providing Jobs to jobless youths and for ensuring smooth functioning of Govt. offices and educational institutions for the benefit of the people, all vacancies of Govt. Departments and educational institutions should be filled up and ban on recruitment should be withdrawn. Govt. should immediately declare and implement fruitful Employment Guarantee Scheme for the rural and urban jobless, as promised in the CMP.

6. Reservation of 33% for women in legislatures.

7. Restructuring of Centre- State financial relations and more devolution of funds to the states.

8. Complete de-saffronisation of education and culture;

9. Restoring interest rates of P.F and small savings to its earlier rates at minimum 12%.

10. Adequate Income Tax Relief should be provided to the low paid staff by restructuring the existing Income Tax slabs and rates. This Convention urges all participant organizations to also build up struggles at the national and local levels for achievement of the above demands including Right to Strike.

This National Convention earnestly hopes that the present UPA Govt. will reverse anti-worker and anti-poor policies of the earlier NDA Govt. and follow a pro-worker, pro-poor policy within the framework of CMP and resolve the above issues urgently.

This Convention calls upon all employees and teachers to continue with their legitimate struggles for protection of the economic, trade union and democratic rights with those of the common people so that the Govt. acts in accordance with the interests of common masses.

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To,.....

