

A G E N D A

**of the General Body Meeting of
NAGPUR UNIVERSITY TEACHERS' ASSOCIATION
to be held at 12.00 noon on
SUNDAY, the 19th September, 1999 at
Shri Shivaji Arts & Commerce College,
Amravati.**

Agenda of the General Body Meeting of Nagpur University Teachers' Association to be held at 12.00 noon on Sunday, the 19th September, 1999 at Shri. Shivaji Arts & Commerce College, Amravati is as follows :-

**ITEM NO. 257 :
CONFIRMATION OF MINUTES :**

To Confirm the minutes of the General Body meeting of Nagpur University Teachers' Association held at 12.00 noon on Sunday, the 6th June, 1999, at Amolakchand Mahavidyalaya, Yavatmal.

Note :- Corrections, if any, were invited in the copy of the Minutes (Circulated on pages 80 to 81 of 1999 NUTA Bulletin) of the General Body Meeting of Nagpur University Teachers' Association held at 12.00 noon on Sunday, the 6th June, 1999, at Amolakchand Mahavidyalaya, Yavatmal, vide No. CIM/6 Dated 01.08.1999 published on page 84 of 1999 Nuta Bulletin. No correction is received.

(Please see item No. 257 (A) on page 101 of this Bulletin.)

**ITEM NO. 258 :
APPROVAL TO THE AUDITED STATEMENT.**

To consider and to approve the Audited Balance Sheet and Income and Expenditure Account of the Association for the year ended on 31st March, 1999.

Notes : (i) *The copy of the Audited Balance sheet and Income and Expenditure Account of the Association for the said Financial year is circulated on page 88 & 89 of 1999 NUTA Bulletin.*

(ii) *The Audited Balance sheet and Income and Expenditure Account will be placed before the General Body by Prof. S.A. Tiwari, Treasurer, on behalf of the Executive Committee.*

(iii) *If any honourable member has a query, regarding the Audited Balance sheet and Income and Expenditure Account, he should make it, within a week from the date of posting of this Bulletin, to Prof. S.A. Tiwari, Treasurer, NUTA, 42 Shankar Nagar, Amravati-444 606, specifying the exact point on which he seeks information/ clarification. A copy of the query also be sent to prof B.T. Deshmukh, President, NUTA No.3, Subodh Colony, Near Vidarbha Mahavidyalaya, Amravati-444 604.*

**ITEM NO. 259 :
STATEMENT ON FIXED
SECURITIES POSITION :**

To Note the Statement no.10 showing the posi-

tion of the Fixed Securities of the Association as on 31st March 1999.

Note : (i) *statement no.10 regarding the fixed securities of the association as on 31st March 1999. is circulated on page 102 of 1999 NUTA Bulletin.*

(ii) *The Statement showing the position of the Fixed Securities of the Association as on 31st March 1999, will be placed before the General Body by Prof. S.A. Tiwari, Treasurer, on behalf of the Executive Committee.*

**ITEM NO. 260 :
AMENDMENT TO THE DISTRICT
UNIT BYE-LAWS.**

To consider and to approve the following amendments to the District Unit Bye-laws; namely :-

(1) In para 3 of the bye-laws the words "The Association may have nine district units (Subject to the provision of para 4 of bye-laws) i.e." be substituted by

NAGPUR UNIVERSITY TEACHERS' ASSOCIATION

MEETING NOTICE : 2

Date : 21. 08. 1999

From

Dr. E.H. Kathale,

Secretary, NUTA,

N-162 Reshim Bagh, Nagpur-440 009.

To,

All the members

of the Nagpur University Teachers' Association

Dear members,

I have the honour to inform you that in exercise of the powers conferred on it by Article VIII of the Constitution of NUTA, the Executive Committee has decided to have the meeting of General Body at **12.00 Noon** on the date and at the place mentioned below.

2. Agenda of the General Body meeting is printed in this NUTA Bulletin. If you propose to suggest any amendments to any of the proposals/Resolutions included in the Agenda, you may send it to me within a period of one week from the date of the posting of this Bulletin. It will not be possible for the amendments received after the due date to be included in the additional agenda. Please send one copy of your amendment to Prof. B.T. Deshmukh, President NUTA, 3, Subodh Colony, Near Vidarbha Mahavidyalaya, Amravati-444 604.

3. Rules for proposing amendments to the proposals/resolutions are printed on page 97 of 1977 NUTA Bulletin. You are requested to kindly make it convenient to attend the meeting.

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

Date and Place of the meeting

**Sunday, the 19th September, 1999
at 12.00 Noon at,**

**Shri Shivaji Arts & Commerce College,
Amravati.**

the following words, Namely :-

"The Association may have the following district units :-"

(2) In para 3 after the entry at Sr.No. 9, the following entries may be added, Namely :-

- "10. Gadchiroli
11. Washim
12. Gondia"

(3) In para 5 the words "Nagpur University" may be substituted by the words "Nagpur and Amravati University as the case may be"

(4) The existing para 6 of the bye-laws may be substituted by the following para, Namely:-

"6) Each district unit shall have an Executive Committee consisting of one President, One Vice President, One Secretary, One Joint Secretary and Three members elected by the members of the association from that district from amongst themselves."

Notes : (1) The Existing district- Unit bye-laws, as approved by the General Body, vide item No. 2, in its meeting held on 29th November 1976 and further amended by the

NAGPUR UNIVERSITY TEACHERS' ASSOCIATION ELECTION NOTIFICATION

FINAL LIST OF THE CANDIDATES

It is hereby notified for the information of all the members of NUTA that following is the **FINAL LIST OF THE CANDIDATES** (after the date of withdrawal) contesting for different posts for the election of the Executive Committee (as provided in article VI (a) of the constitution of NUTA) of Nagpur University Teachers' Association. Name/s of the candidate/s are mentioned in column No. 2 of the table and the post/s for which they are contesting are mentioned in column No. 1 of the table.

TABLE

Name of the post	Name/s of the Candidate/s
1	2
President	Deshmukh, B.T.
Vice-President Nagpur University Area	Kongre, C.D. Satputaley, A.S.
Vice-President Amravati University Area	Pochhi, D.U. Tharkar, M.M.
Secretary	Kathale, E.H.
Joint Secretary Nagpur University area	Dhage, A.W.
Joint Secretary Amravati University area	Somvanshi, A.G. Tharkar, M.M.
Treasurer	Tiwari, S.A.
Executive Committee Member (Five)	Bhele, B.M. Chintawar, D.B. Deshmukh, M.G. Gawai, S.S. Golait, R.B. Kalmegh, S.R. Misal, M.D. Sangle, S.T.

This is for the information of all the members.

17.08.1999

Sd/- E.H.Kathale
Secretary, NUTA

proposal, printed on page 40 of 1980 Nuta Bulletin, approved by the General Body vide item No. 29 in its meeting held on 12th October 1980. Originally printed on page 70 of 1976 Nuta Bulletin and reproduced on page 4 and 5 of 1978 Nuta Bulletin. and again on page 51 of 1993 Nuta Bulletin and now on page 95 of this Bulletin.

**ITEM NO. 261 :
TALUKA UNIT BYE-LAWS.**

To consider and to approve the Taluka Unit Bye- laws. (Note : Taluka Unit Bye- laws are circulated on page 94 of 1999 Nuta Bulletin.)

**विषय क्रमांक २६२
नुटा बुलेटीनचा रजत जयंती
विशेषांक काढण्याबाबत**

प्रा.व्ही.एस.भोयर हे पुढील प्रस्ताव मांडतील :-

"नुटा या संघटनेचे मुखपत्र "नुटा बुलेटीन" पुढील वर्षी २५ व्या वर्षात पदार्पण करित आहे. नुटा बुलेटीनने शिक्षण क्षेत्रातील महत्त्वाची माहिती वस्तुस्थितीसह व अनेक निर्णय, न्यायालयीन निवाडे यासह समाजापर्यंत पोहचविण्याचे महत्त्वाचे कार्य सातत्याने गेल्या २५ वर्षांपासून केले आहे. या निमित्ताने इ.स. २००० मध्ये नुटा बुलेटीनचे रजत जयंती वर्ष साजरे करण्यात यावे व त्यानिमित्ताने नुटा बुलेटीनचा रजत जयंती वर्ष अंक प्रकाशित करून त्यात गेल्या २५ वर्षात नुटा बुलेटीनमधून जी माहिती प्रसिद्ध करण्यात आली त्याविषयीची अनुक्रमणिका शीर्षक रुपाने खालील (Index to the contents of NUTA Bulletin 1976-2000) मथळ्याखाली प्रसिद्ध करण्यात यावी."

**विषय क्रमांक २६३
गुण वाढीचा निंदनीय प्रकार**

प्रा. पी.पी.सोवनी हे पुढील प्रस्ताव मांडतील :-

"नागपूर विद्यापीठातील गुण वाढविणे व खोट्या गुणपत्रिका सादर करणे या निंदनीय घटनेशी संबंधीत सर्व व्यक्तींना शक्य तितक्या लवकर शिक्षा होणे आवश्यक आहे. ही सभा या प्रकरणाशी संबंधीत सर्व घटकांचा निषेध करते."

**विषय क्रमांक २६४
सेवा निवृत्तीच्या वयाविषयी**

प्रा. पी.पी.सोवनी हे पुढील प्रस्ताव मांडतील :-

"प्राध्यापकांच्या निवृत्तीचे वय ६० वर्षेच ठेवण्यात यावे. त्यात कोणताही बदल करू नये"

**ITEM NO. 265 :
ELECTIONS**

To Elect In accordance with the provision of article VI(a) of the constitution of NUTA (A) President (B) Two Vice Presidents out of which one shall be from the Nagpur University area and one shall be from Amravati University area. (C) Secretary (D) Two Joint Secretaries out of which one shall be from the Nagpur University area and one shall be from Amravati University area. (E) Treasurer (F) Five Executive Committee members, for the five year tenure commencing from 1st January 2000 in its next meeting.

Notes : (1) Notice, dated 1st August 1999, for this purpose was published in the 7th issue of 1999 NUTA Bulletin on page 83.

(2) Para 7 of the said notice reads : " Final list of the candidates will be published on the Notice Board of the Office on 17th of August 1999 and also will be published in NUTA Bulletin along with the Agenda of the G.B.Meeting. "

(3) accordingly **final list of the candidates** is notified for the information of all the members of NUTA in this Bulletin.

IN THE HIGH COURT OF JUDICATURE AT BOMBAY

ORDINARY ORIGINAL CIVIL JURISDICTION

WRIT PETITION NO. 1035 OF 1998

Forum for fairness in Education & Anr. Petitioners
V/s

Union of India and 21 Ors. ... Respondents.

Mr. Colin Gonsalves for the petitioners.

Mr. H.K. Vardhan for Respondent No. 1

Mr. R.V. Gavilkar for Respondent No. 2 State.

Mr. R.A.Rodrigues for Respondent No.3 University

Ms. Deepa Chavan 1/b littel & Co. for Respondent

Nos. 23 & 24

Mr. I.M.Chagla with Mr. D.J.Khambatta 1/b Mulla & Mulla & Cragie Blunt and caroe for Respondent Nos. 13, 14, 15, 16, 19 and 20.

Ms. Neeta Parekh for Respindent No. 18

Mr. Shyam Mehata for Respondent No. 21.

CORAM

M.B. SHAH C.J. & R.M.S. KHANDEPARKAR, J

DATE 24TH JUNE 1998

This is a public interest litigation wherein petitioners have submitted that even though hundred per cent grant is given to the various educational institutions and the salary is paid by the government, yet on account of total inaction on the part of the education department there is complete

NAGPUR UNIVERSITY TEACHERS' ASSOCIATION

From

Dr.E.H.Kathale,
Secretary, **NUTA,**

42/S/99

2.8.1999

N-162 Reshim Bagh, Nagpur-440 009.

To,

The Hon'ble Vice-Chancellor,
Nagpur University,
Nagpur.

Subject : Application of the judgement dated 30.7.1999 delivered by Hon'ble High Court, Nagpur to the similarly placed teachers in the University and affiliated Colleges.

Sir,

We have to submit that Nagpur Bench of Hon'ble High Court has in writ petition No. 2694 of 1999, delivered a Judgement that the teachers in affiliated colleges who are retiring during the mid-session are entitled to continue in services upto 30th April and retire on the last day of the session, (Copy enclosed as Annexure No. 1) as provided in article 38 of the ordinance No. 24 of the college code of Nagpur University read with schedule "A"

Based on the above judgement, we have to request your honour to extend the applicability of this judgement to other similarly placed teachers in the colleges and accordingly issue directions to the affiliated Colleges.

Thanking you,

Yours faithfully,

(E.H.Kathale)

Encl : Copy of the judgement dated 30.7.1999

commercialisation of the education and educational institutions. Educational institutions are run as if it is a trade or business. Those who are imparting education i.e. teachers rather than realising that it is their noble profession, they also consider themselves to have been engaged in mere gainful employment and further they take undue ad-

IN THE HIGH COURT OF JUDICATURE AT BOMBAY : APPELLATE SIDE

WRIT PETITION NO. 2694 OF 1999

Coram : P.S.Patankar & S.D.Gundewar. JJ.

Dated : 30.7.1999

Rule leave to Amend.

2. The Petitioner is working as a College Lecturer and attaining his 60 years of age on 31.7.1999. He has been issued a notice by Respondent No. 3 dated 21.6.1999 that he has to retire on 31.7.1999. This is challenged here.

3. The Petitioner has raised two contentions. On the basis of the University Grants commission Recommendations. He is entitled to be continued up to 62 years. However, admittedly so far the State Government has not accepted the same and it is only under consideration. Hence this cannot be accepted at this stage.

4. He has raised the second contention that in view of Article 38 of the Ordinance No. 24 of the College code read with schedule "A" he can continue till the end of the academic year. There is a certificate issued by Respondent No. 3 himself that the academic year begins on 1st July 1999 and ends on 30th of April 2000. Same interpretation has been put by the Division Bench of this court in writ petition No. 2436/90 dated 6.2.1991 while considering similar provisions. Hence prima facia the petitioner is entitled to continue to be in service till 30th April 2000. Therefore, the petitioner to be continued up to 30th April 2000 and to retire on that date.

5. Petition be heard along with writ petition No. 2656/98 and others in which the claim is made that a college lecturer is entitled to continue up to the age of 62 years. Admittedly, no interim relief has been granted in those petitions.

6. Copy duly authenticated by the Shirastedar of the court be given to the parties.

Note :- above is the copy of the order passed by Hon'ble High Court, Bench at Nagpur on 30.9.1999 in Writ Petition No. 2694 of 1999 - Bhimrao S/o. Suryabhan Ubarhande .. Vs .. State of Maharashtra and 4 others. This copy was made available to us by shri. Purushottam Patil, Advocate, Nagpur. He appeared as Advocate for the petitioner Prof. B.S.Ubarhande. The contact address and Phone No. of Adv. Purushottam Patil, as requested by some members, is as follows : Purushottam Patil, Advocate, Chamber No. 12, High Court New Building, Civil Lines, Nagpur. Timing : 11 a.m. to 4 p.m./ Plot No. 10, Tilak Nagar, Nagpur-440 010. Phone : (0712) 550581

vantage of their status as a teacher in a particular school or teacher/Professor in a particular college. By taking undue advantage of the status. on one side they neglect their duties in the school and colleges while on the other side they offer their services to the private coaching classes, It is therefore, prayed that the various circulars issued by the state Government or the University are required to be implemented immediately through the state agency.

2. The learned Counsel appearing for the petitioners has drawn our attention to the Government Circular dated 31st May, 1996. By the said Circular , the Colleges were directed to take daily attendance and to display monthly attendance report on the Notice Board and also to send copies of the same to the Joint Director of Education so that regular monitoring can be done of the students failing to attend classes so as to avoid the taking of the extreme step of disallowing the students from appearing in the annual examination on account of insufficient attendance.

3. Further circular is issued on 17th July, 1996 by the Govt, of Maharashtra wherein it is, inter alia, stated that students with less than the minimum required attendance should be barred from appearing in the annual examinations and the institutions were warned of the consequences if that did not maintain proper records and if they did not inform the parents in respect of their attendance or poor attendance, as the case may be.

4. Further circular dated 26th July, 1997 was issued by the joint director, Higher Education, Mumbai Division to the principals of Colleges affiliated to the University and other colleges to ensure that every college has at least 180 working days for actual teaching work.

5. Ordinance 199 and 125 of the University of Bombay requires a minimum of 75 per cent of attendance of the students.

6. The learned counsel appearing on behalf of the petitioners as well as the state Government and the University submitted that the above circulars and the code of conduct are not strictly followed by most of the colleges and the schools. They pointed out that even if the University wants to implement the said circulars, on occasions they are faced with problems due to the fact that proper registers are not

maintained by the concerned schools or the colleges. It is agreed by the learned counsel for the parties that attendance in the schools or colleges is poor because of various reasons.

7. At this stage, We would like to point out that in the month of March, 1998 number of petitions were filed contending that even though students had not attended the classes as required they could have been permitted to appear in the examination and their terms were wrongfully withheld by the University. It was pointed out that they were not aware that the aforesaid Rules or circulars would be strictly implemented.

8. Taking into consideration all the materials placed on record as well as the submissions by the counsel in the matter, from all the aspects, we find it appropriate at this stage to direct the joint Directors and the University to publicise the aforesaid circulars on a large scale so that all the parents as well as the students are informed that the said circulars would be strictly followed and implemented and that non-attendance in the college for the minimum required days would debar the students from appearing in the examinations. Apart from publicising, the authorities should also ensure that the aforesaid circulars are implemented. Strictly and necessary information is conveyed to the respective authorities and parents as required by the said circulars. It would be open to the University to have team to visit and inspect the colleges to verify whether the aforesaid circulars are properly implemented or not. The concerned authorities and the University should on their part ensure the proper compliance of the Rules relating to attendance of the students.

9. It has also been further pointed out that as per the code of conduct prescribed by the Bombay University it has been inter alia provided as under :-

"S. 439-B

(a)

(B)

(c)

(d)

SCHEDULE IX (Vide Rule 17 /1)
Trust Reg. No. F-1594

C.R. Sagdeo & Co Chartered Accountants
"Prabha Niwas" Jail Road, Nagpur 440 022.
Phone : 524634

NAME OF THE PUBLIC TRUST : NAGPUR UNIVERSITY TEACHERS' ASSOCIATION
Place : Nagpur * Taluka : Nagpur * : District Nagpur
INCOME AND EXPENDITURE ACCOUNTS FOR THE YEAR ENDING ON 31st MARCH 1999

EXPENDITURE	RS. P.	INCOME	RS. P.
To Expenditure in respect of Properties		By House Rent Accrued/Realised ...	
Rate, taxes, cesses Income Tax		By Agriculture Income	
Repairs and maintenance		By land Rent Accrued/Realised	
Salaries		By Interst Accrued Realised	
Insurance		On Securities	
Depreciation		On Loans	
Other expenses		On Bank account (FDR & Savings)	10,122.00
To Establishment expenses(As per.Sch 'G')	59,876.25	By Divident on Units of U.T.I	1,73,087.18
To Remuneration to trustees		By Donation in cash or Kind	
To Remuneration (in the case of a math) ...		By Grants	
to the head of the math including		By Income from other sources	
his house hold expenditure, if any		Interest on Income Tax refund	
To Legal expenses		By Transfers from Reserve	
To audit fee	1,575.00	(U.T.I.M.I.P. 88 Maturity	
To amount Written of		By deficit carried over to balance sheet ...	5,33,831.07
(a) Bad debts		Total Rs	7,17,040.25
(b) Loan Scholarship		As per Our report of even date	
(c) irrecoverable rents... ..		For C.R.SAGDEO & CO	
(d) Other items... ..		Chartered Accountants	
To Miscellaneous Expenses	4,61,598.00	illegible/Partner	
To Depreciation on Bldg		Trustee/Sd/-S.A.Tiwari	
To Depreciation on furn.		Trust Address : Nagpur	
To Depreciation on Computer	21,440.00	Date 29.07.1999	
To Depreciation on Air Conditioner			
To Expenditure on objects of the trust			
(a) Religious			
(b) Educational NUTA Bulletin Expenses ...	1,72,551.00		
(c) Medical Relief			
(d) Relief of Poverty			
(e) Other Charitable object			
Surplus Carried over to B/S			
Total Rs.	7,17,040.25		

(e) A teacher shall not make use of the resources and or facilities of the Department/College/University/Governing Body for personal, commercial, political or religious purposes.

(f) ...

(g) A teacher shall not conduct./participate in private coaching classes directly or indirectly. he shall also not accept private tutions.

(h) A teacher shall not indulge in or resort to, directly or indirectly, any malpractice or unfairmeans in teaching examination/administration."

10. Considering the aforesaid provisions and the code of conduct, the state Government is directed to form a committee of Higher officer who can visit the coaching classes and verify whether any of the lecturer or the professor employed in the Junior College or College is found committing any breach of code of conduct. If any such breach is noticed by them. Immediate action of suspending the grant with regard to the salary of the concerned lecturer or the professor should be taken.

11. The state Government is further directed to submit whether the coaching classes are required to be regulated or not and report to this court on or before 27th July, 1998.

12. Stand over to 27th July, 1998.

13. Issuance of certified copy of this order is expedited.

M.B.Shah C.J.

R.M.S. Khandeparkar J.

TREASURER'S EXPLANATORY NOTE GIVING DETAILS OF EXPENDITURE ON ESTABLISHMENT EXPENSES FOR THE YEAR ENDED ON 31ST MARCH 1999

In the Income and Expenditure Account of the Audit Report for the year ended on 31st march 1999 an amount of Rs. 59,876.25 is shown as expenditure towards **establishment expenses**. The General Body meeting of NUTA dated 15.4.79 while discussing the audit report for the year ending on 31st March 1978 had resolved (vide item no.(3) (c) on page no. 109 of 1979 NUTA Bulletin,) that "the treasurer will circulate a brief explanatory note regarding income and expenditure giving details of expenditure as far as possible along with financial statements hereinafter". Hence the details of the break up of establishment expenses are given here.

ESTABLISHMENT EXPENSES FOR THE YEAR ENDED ON 31ST MARCH 1999

This Year	Particulars	Previous Year
Rs. P.		Rs. P.
28,913.50	Travelling Expenses	17,413.50
12,904.25	Printing and Stationery	37,155.85
4,960.00	Telephone & Trunk Call	3,452.51
	Clerks/Peon's Salary	400.00
3,888.00	Meeting Expenses	1,060.50
2,813.00	Bank Commission	2,785.60
456.00	Postage	2,975.55
5,600.00	Affiliation Fees	7,200.00
341.50	Legal Expenses	
59,876.25	Total	72,443.51

30.07.1999

Sd. S. A. Tiwari
Treasurer.NUTA

SCHEDULE VIII (Vide Rule 17 /1)
Trust Reg. No. F-1594

C.R. Sagdeo & Co. Chartered Accountants
"Prabha Niwas" Jail Road, Nagpur 440 022.
Phone : 524634

NAME OF THE PUBLIC TRUST : NAGPUR UNIVERSITY TEACHERS' ASSOCIATION
Place : Nagpur -- Taluka : Nagpur -- District : Nagpur
BALANCE SHEET AS AT 31ST MARCH 1999

FUNDS & LIABILITIES	Rs. P.	Rs. P.	PROPERTY & ASSETS	RS. P.	RS. P.			
I TRUST FUND OR CORPUS			I IMMOVABLE					
Life membership fee			PROPERTIES (As per Sch.C)		1,41,932.00			
Balance as per Last B/S ...	12,73,462.32		Fields					
Adjustment during the year ...	2,95,003.00	15,68,465.32	Balance as per last B/S ...					
II OTHER EARMARKED FUND			Additions or deductions ...					
Depreciation Fund ...			Buildings					
legal Aid fund ...			Balance as per last B/S ...					
Sinking Fund ...			Additions or deduction Dep.					
Reserve Fund ...			Furniture and Fixtures					
any other (Silver Jubilee) Fund			Balance as per last B/S ...					
(As per Schedule 'A') ...		13,35,569.50	Addition or deductions ...					
III LOANS Secured or unsecured			Depreciation 10% ...					
From Trustees ...			II INVESTMENTS		15,98,400.00			
From Others ...			As Per Shedule 'D' ...					
IV LIABILITE			III LOANS & ADVANCES					
As per schedule 'B' ...		2,731.00	A) Loans: Secured/Unsecured					
For expenses ...			Loan Scholarship ...					
For advances ...			Other Loans ...					
For rent/ other deposits ...			B) Advances					
For Sundry credit balances ...			To trustess ...	1,900.00				
For Nuta Special Bulletin ...			Deposit in Post Office ...					
V INCOME AND EXPENDITURE ACCOUNT			To employees ...					
Balance as per Last B/S ...(-)	4,24,312.73		To contractors ...					
Less appropriation if any (-)	5,33,831.07		To lawyers ...					
add/less :surplus/ deficit			To Other TDS ...	20,110.20				
as per I/E Account ... (-)		9,58,143.80	(As per Sch 'E')		22,010.20			
TOTAL Rs.		19,48,622.02	IV INCOME OUTSTANDING					
The above Balance sheet to the best of my belief contains a true account of the Funds and libalities and assets of the trust As per Our report of even date Trustee: S/d. S.A.Tiwari Trust Address : Nagpur Date 29.07.1999 For C.R.SAGDEO & CO Chartered Accountants illegible/Partner			House Rent ...					
			Nuta Spe. Bullutin Exp ...					
			Exp. during the year ...					
			Land Rent ...					
			Interest ...					
			Other Income ...					
			V CASH AND BANK BALANCES					
			(a) Cash in hand with Shri.					1,86,279.82
			(b) As per Schedule 'F' ...					
			TOTAL Rs.		19,48,622.02			

F.No. 45/10/98-P & PW (A)¹**GOVERNMENT OF INDIA****Ministry of Personnel, Public Grievances and Pensions****Department of Pension & Pensioners' Welfare****New Delhi, Dated 17 December, 1998**

Subject :- Implementation of Government's Decisions on the recommendations of the Fifth Central pay Commission relating to retirement benefits.

The Undersigned is directed to say that in the wake of a large number of representations received by the Government from the pensioners' Associations as well as individuals, the Government has reconsidered its decision on the recommendations of the Vth Central Pay Commission regarding revision of pension/family pension as contained in paras 137.14 and 134.30 of the report. The **president** is now pleased to decide that w.e.f. 1.1.1996, pension of all pensioners irrespective of their date of retirement shall not be less than 50% of the minimum pay in the revised scale of pay introduced w.e.f. 1.1.1996 of the post last held by the pensioner. However, the existing provisions in the rules governing qualifying service and minimum pension shall continue to be operative. Similarly w.e.f. 1.1.1996 family pension shall not be less than 30% of the minimum pay in the revised scale introduced w.e.f. 1.1.1996 of the post last held by the pensioner/deceased Government servant. Accordingly, so far as persons governed by CCS (Pension) Rules, 1972 are concerned,

orders contained in the following Office memoranda of this Department as amended from time to time shall be treated as modified as indicated below.

(A) O.M. No. 45/86/97-P & PW (A) - pt 1 dated October 27, 1997.

2. The first sentence of paragraph 5 of the Office Memorandum relating to pension may be substituted by the following.

"Pension shall continue to be calculated at 50% of the average emoluments in all cases and shall be subject to a minimum of Rs. 1,275 per month and a maximum of upto 50% of the highest pay applicable in the Central Government, which is Rs. 30,000 per month since 1st January, 1996, but the full pension in no case shall be less than 50% of the minimum of the revised scale of pay introduced with effect from 1st January, 1996 for the post last held by the employee at the time of his retirement. However such pension will be suitably reduced pro-rata, where the pensioner has less than the maximum required service for full pension as per the rule (Rule 49 of CCS (pension) Rules 1972) applicable to the pensioner as on the date of his/her superannuation/retirement and in no case it will be less than Rs. 1275/- p.m."

(B) O.M. No. 45/86/97-P & PW (A) - pt II dated October 27, 1997.

3. The following may be inserted after the first sentence, "The amount so arrived at shall be with effect from 1.1.1996" in the sub-para of paragraph 4.1 :

"However, in cases where the pension consolidated is treated as the final pension, it shall not be less than 50% of the minimum of the revised scale of pay introduced with effect from 1st January 1996 for the post last held by the pensioner at the time of his retirement. Such pension will be suitably reduced pro-rata, where the pensioner has less than the maximum required service for full pension as per the rule (Rule 49 of CCS (Pension) Rules 1972) applicable to the pensioner as on the date of his/her superannuation/retirement and in no case it will be less than Rs. 1275 p.m. Similarly, in cases where the family pension so consolidated is treated as final, it shall not be less than 30 Percent of the minimum of the revised scale of pay introduced with effect from 1st January 1996 for the post last held by the concerned pensioner/deceased Government servant."

(C) O.M. No. 45/86/97- pt III dated February 10, 1998.

4. (a) The last sentence of paragraph 2 may be substituted by the following :

"The pension so calculated shall be consolidated as on 1st January 1996 in accordance with the provisions contained in paragraph 1.1 of this Department's **A. O.M. No. 45/86/97-P & PW (A) - pt 1 dated October 27, 1997**. Such consolidated full pension shall not, however, be less than 50 percent of the minimum of the revised scale of pay introduced with effect from 1st January 1996 for the post last held by the concerned pensioner. However such pension will be suitably reduced pro-rata, where the pensioner has less than the maximum required service for full pension as per the rule (Rule 49 of CCS (pension) Rules 1972) applicable to the pensioner as on the date of his/her superannuation/retirement and in no case it will be less than Rs. 1275/- p.m.

This pension shall be treated as the basic pension for the purpose of future grant of Dearness Relief on pension."

(b) The second sentence of paragraph 3 may be substituted by the following :

NO.F.1-4/99-U.I.
GOVERNMENT OF INDIA
Ministry of Human Resource Development
(Department of Education)
NEW DELHI, DATED THE 22ND JULY, 1999

To All Education Secretaries of All States/UTs.

Subject : Revision of pension structure for retired teachers and inter-state service for super annuation benefits - regarding

Sir/Madam,

I am directed to say that consequent upon the recommendations of the 5th Central pay commission, **the Central Govt. revised the pension structure** of the employees w.e.f. 1.1.96. Based the orders issued by the Dept. of pensions and pensioners welfare, the Govt. has since revised the pension structure of the employees working in the Central Universities. A copy of the orders dated 17.12.98 issued by the Government in this regard is enclosed.

A delegation of the All India Federation of University and College Teachers Organisations (AIFUCTO) met the union Education Secretary recently and brought to the notice of the Govt. that the pension structure of the retired teachers in the State Universities and Colleges has not yet been revised and the revised retirement benefits have not yet been extended to them.

Since the Central Govt. has already revised the pension structure of its employees and the same has been extended to the teachers in Central Universities, it is requested that appropriate orders in this regard may kindly be issued **at an early date for the teachers in State Universities and Colleges.**

The AIFUCTO delegation further highlighted the problems faced by teachers in getting recognition of past service for pensionary benefits and condonation of break in service while moving from one state to another. It is requested that the guidelines issued by U.G.C. in this regard may be followed and the state Govts.. May have reciprocal arrangements amongst themselves to obviate the problems faced by the teachers.

Yours faithfully,
Sd/ Lalmalsawma
Director

Copy to : Mrinmoy Bhtacharyya,
Gen. Secy. AIFUCTO.

1 Information : Courtesy Prin. M.M.Lanjewar : clean copy "Teachers Movement" Official Journal of AIFUCTO, volume 20, May 1999 page 23-24 (2) Govt of India's letter dated 22nd July 1999 to all Education Secretaries of all states : courtesy Mrinmoy Bhattacharya, Secretary AIFUCTO printed in this Bulletin on this page

"This pension shall be consolidated as on 1st January 1996 in accordance with the provisions contained in paragraph 4.1 of this Departments **A. O.M. No. 45/86/97-P & PW (A) - pt II dated October 27, 1997**. Such consolidated family pension shall not, however, be less than 30 percent of the minimum of the revised scale of pay introduced with effect from 1st January 1996 for the post last held by the concerned pensioner/deceased Government servant".

(c) The following clause may be inserted after the fifth sentence in paragraph 4 :

"The basic family pension so calculated shall not be less than 30 percent of the minimum of the revised scale of pay introduced with effect from, 1 st January 1996 for the post last held by the concerned pensioner/deceased Government servant".

(D) O.M. No. 45/86/97- pt IV dated May 8, 1998.

5. The following may be added after the last sentence in paragraph 2 (iii)

"The basic family pension so calculated shall not be less than 30 percent of the minimum of the revised scale of pay introduced with effect from 1 st January 1996 for the post held by the concerned pensioner/deceased Government servant."

6. The grant of enhanced family pension will be regulated in accordance with the provisions contained in this department's O-M-No. 45/8/98-P and PW (E) dated 15.12.1998

7. It shall be the responsibility of the Head of the Department of the Ministry, Department, Office etc., from which the Government servant has retired or where he was working prior to his demise to revise the pension/family pension of all pensioners/ family pensioners with effect from 1st January 1996 in accordance with the modified provisions mentioned above and to issue revised pension payment Order (PPOs). Action to revise pension/family pension in terms of these orders shall be initiated suo moto by the concerned Heads of Departments in cases where the necessary applications have already been received from the pensioners/ family pensioners in pursuance of the earlier orders issued by this Department regardless of the fact whether their cases have already been finalised or are in the process of finalisation. Those

pensioners/family pensioners who have not so far submitted the necessary applications to facilitate the revision of their pension/ family pension and are desirous of availing the benefits under these orders are required to submit applications for revision of their pension/Family pension in the prescribed form (in duplicate) as in the annexure, to their pension sanctioning Authorities latest by 31st March 1999. In the case of the Defence civilian Employees, however, the procedure prescribed in this regard by the Ministry of Defence shall be followed. Concerted efforts should be made by all the authorities concerned to ensure that the revised PPO's are issued wherever necessary, with the utmost expedition.

8. It is once again reiterated that the pension sanctioning Authority in no case, will ask the pensioner/family pensioner to surrender his/her original pension payment order (PPO) for issuing revised authority it may also be ensured that a copy of the revised PPO should be invariably endorsed to the pensioner/family pensioner.

9. Separate orders will be issued by the Ministry of Defence, Ministry of Railways and the AIS Division of the Department of personal & Training in respect of the Armed Forces personal, Railway Employees and Members of the All India Services respectively.

10. These orders issued with the approval of the Ministry of Finance, Department of Expenditure, vide their Dy. No. S-46/E.V./98 dated 8th December, 1998.

11. In their applicability to the personnel of the Indian Audit and Accounts Department, these orders issue in consultation with the Comptroller and Auditor General of India.

12. Ministry of Agriculture, etc, are requested to urgently bring the contents of these orders to the notice of the Heads of Departments, controllers of Accounts, pay and Accounts Officers, Attached and subordinate Offices etc. under their administrative control. All pension Disbursing Authorities are also advised to display these orders prominently on their notice boards for the information and guidance of the pensioners/family pensioners.

13. Hindi version will follow.

Ganga Murthy
Director (PP)

UNIVERSITY GRANTS COMMISSION

Bahadur Shah Zafar Marg : New Delhi - 110 002.

E 3-2-99 (PS) Date 21.7.99

The Registrar

Sub : Promotional avenues for in-service Demonstrators/Tutors working in Universities and Colleges.

Sir,

In continuation to the U.G.C. circular No. F-1-3/86(PS) dated 8.10.92 (copy enclosed) regarding promotional avenues for **in service Demonstrators/Tutors** working in universities and colleges, I am to inform you that :-

1. **The Demonstrators/Tutors** who possess the minimum qualifications as prescribed by the U.G.C. for appointment to the post of lecturer i.e. NET qualified candidates with Master's degree in the relevant subject with atleast 55% marks or its equivalent grade and good academic record may be considered for appointment against the vacant posts of Lecturers.

2. **The existing incumbents** appointed prior to March, 1974 may not be required to qualify in the eligibility test conducted by the U.G.C.

3. **The eligible Demonstrators/Tutors shall be** recruited through a process of selection committee set up under the statutes/ordinance of the concerned university or other similar committees set up by the appointing authorities in accordance with the U.G.C. guidelines laid down for the purpose.

4. **The Demonstrators/Tutors appointed** as Lecturers can be considered for placement in the senior scale. Selection grade after they rendered required number of years of service in the Lecturer's grade and fulfilled the

other conditions laid down in the U.G.C. Notification dated 24.12.98 However, the period of service rendered as Demonstrators/Tutors shall not count for career advancement.

5. **Those Demonstrators/Tutors** who will reach or would have reached a stage of Rs. 8300/- in the revised scale of Rs.5500-9000/- or complete 16 years service in the scale of Demonstrators whichever is later could be granted a personal pay of Rs. 8000-13500/- equivalent to that of a lecturer. without assigning any change in their designation and duties.

6. The revised pay scale of Rs. 8000-13500/- May be provided **w.e.f. 1.1.96 to those Demonstrators/Tutors** who are drawing the pay scale of Rs. 2200-4000/-

It may please be noted that the posts vacated in any manner by Demonstrators/Tutors may not be filled up and new posts under these categories may not be created.

The decision of the commission may also kindly be brought to the notice of all the affiliated/recognised colleges/institutions, if any, of your university.

The receipt of this letter my please be acknowledged.

Yours faithfully
(Dr. Mrs. Pankaj Mittal)
Deputy Secretary

Copy to :-

1. The secretary to the state Government of all states, Education Department.

2. The Secretary Association of Indian Universities, 16 Kotla Marg, New Delhi - 110 002.

AUTONOMOUS COLLEGES - PROBLEMS AND PROSPECTS

PROF. MRINMOY BHATTACHARYA, General Secretary, AIFUCTO

(Key note address at the AIFUCTO Seminar, at Calcutta 1 -3 November 1998)

The satellite system of higher education with an affiliating University and many affiliated colleges which we inherited from the British rule in our country is more in the nature of an exception or aberration by intentional comparison. In our country, the system started with the establishment of Calcutta University, While the other two Universities in Bombay and Madras established in the same year - 1857, were structurally campus Universities, Calcutta University was granted jurisdiction over the entire British empire, east of Suez canal. All institutions of higher education in the far flung empire were affiliated to it. Since at that time secondary education leading to matriculation was also under Universities, all recognised secondary schools also were under the jurisdiction of Calcutta University. Gradually new Universities were set up. Many of them followed the pattern of Calcutta University. Bombay and Madras Universities also became affiliating Universities each with a large number of colleges. At the same time some other Universities like Allahabad, Aligarh and Banaras Hindu University were established without any affiliated colleges. Later on Boards of Secondary education an intermediate and higher secondary education were set up to relieve the burden of affiliating Universities. **Thus the present state of affairs evolved gradually responding to the needs and claims of the society Proliferation of colleges, most of them without any financial aid from the Government, which is a recent phenomenon in states like Bihar, Orissa, Assam and Andhra Pradesh has made the system crowded and unhealthy.**

Satellite system had a lot of inherent problems besides which there were circumstantial and temporary problems. Following are the problems of the first category :

1. Colleges are non uniform in size of staff, students, academic infrastructure, quality of management and academic

performance. But they are treated at par by the affiliated University. **Equal treatment of unequals is an act of injustice.**

2. **Higher education is basically pursuit of excellence.** Excellence by definition is available in minority and this deserves and requires special nature and support, In the satellite system this becomes difficult.

3. In a dynamic economy and society **many courses require abandonment.** Similarly newer disciplines and courses have to be started. Many of such new courses may again have to be given up or substantially modified. In a satellite system such experimentation become difficult.

4. In a satellite system the evaluation is done through **common public examination.** While this anonymity has its advantages of impartiality and surprise, the disadvantages are also many. The most prominent being the chance element. Reliability of examination becomes low when examinees do not have a chance to challenge the results in a big affiliating University, to allow this questioning and re-examination create serious practical problems.

5. In the affiliating system the bulk of college teachers practically enjoy **little academic authority.** They also do not enjoy real academic freedom in terms of taking decisions to frame courses or to make experiments in teaching methodology. Entire teaching learning process in such a system, is dominated by the public examination system.

All these are old problems and have been debated over decades. For the first time Education commission 64-66 in its report recommended granting autonomy to some colleges, or some groups of colleges which have shown exceptionally good performance. The report made certain suggestions regarding what may constitute the criteria of oddness of performance. It also suggested that such autonomy should not be permanent in nature.

The idea did not get much support among political authorities as well as academics. However some state Governments, the lead being given by Tamilnadu Government, started this experience.

In 1986 with the publication of "Challenge of Education" **The idea of autonomous colleges got a new boost.** By that time the Central Government as also the UGC came to believe that there were already too many colleges in the country and the task was to close down many such colleges. There were suggestions to convert many of them into community polytechnics. The perspective was to grant autonomy gradually to all colleges and finally make them independent Universities. Students passing out from such institutions would be known by the names of these institutions. Since employers will be discriminating only such institutions gradually will be able to attract adequate number of students, whose performance is satisfactory. Other not so good institutions will have a natural death. Thus autonomous college scheme was viewed as the principal mechanism (i) to weed out weak and bad colleges, (ii) to ensure enhancement of quality and (iii) to put an end to the system of affiliated colleges.

It is interesting that there was no talk of putting an end to proliferation colleges, which AIFUCTO demanded. We demanded that UGC Act may be amended to substitute University by institutions of higher education which should be allowed to be established only by legislation either by parliament or by State Assembly. We made representation to successive Prime-Ministers and Union Education Ministers as well as education Ministers from different states. But our representations have gone in vain and proliferation of colleges, most of them unaided has continued.

In 1986-87 AIFUCTO firmly opposed the scheme of autonomous colleges for various reasons It could not be a party to the mass damage of colleges and their teachers and non-teaching staff serving therein. The scheme was also op-

Ministry of Human Resource Development

Deptt. of Education. : Government of India

New Delhi Dated the 22nd July, 1999.

Lalmalsawma
Director,

Tel 338-3214
D.O.No.F-4-5/98-U.I.
Date 17.8.98

Dear,

Kindly refer to UGC's D.O. Letter No. F-5-10/98 (Admn. I/A & B) dated 1st May, 1998 regarding revision of the pension structure of pensioners in the central Universities Delhi Colleges and the Secretariat of UGC

The matter has been examined in consultation with Ministry of Finance and it has been **decided to extend the benefit of revision of pension of pre 1.1.1996 pensioners/Family pensioners of the Central Universities, Deemed Universities,** Delhi colleges and secretariat of UGC and where revised pay scales have already been implemented after competent approval, as per the provisions contained in the Department of pension and pensioner's welfare O.M. No. F 45/86/97-P&PW (A)-Part II dated 27.10.97 and other relevant instructions subject to the following conditions as far as the Budgetary support for additional expenditure is concerned, provided the employees of the above organisations are already governed by the CCS (Pension) Rules, 1972.

I. 80% of the additionality will be met by the Central Government.

II. 10% of the additionality will be met by the above institutions through savings.

With regards,

Yours sincerely,
Lalmalsawma

Dr. G.D.Sharma,
Secretary, UGC.

posed by the state Governments as well as Universities for different reasons.

The experiment of autonomous colleges was welcomed primarily by some strongly entrenched private management, many of them were already enjoying constitutional protection. Their main interest was to be able to run their colleges as their fiefdom. One major attraction to join the scheme was the offer of an allotting grant from the UGC.

Criticism of AIFUCTO against the autonomous college scheme were based on following counts.

1. If the best colleges of University are granted autonomy, they practically go out of the University. **Thus the University is left with only not so good colleges**, and its products vis-a-vis those of autonomous colleges may lose good will of society.

2. Highly meritorious students from small non autonomous colleges now have a chance to out compete all the students from the better known colleges and get recognition. **This chance may get lost.**

3. The same is true for the best students of autonomous colleges. We were told by students when we visited such colleges that, they would like to be the best not only in their own colleges but in the whole University. **the chance is lost.**

4. As the courses and examinations will be conducted internally, this make them unreliable. **Reliability of marking may not also be above doubts.**

5. Teachers will be engaged in a boost of routine clerical work. **Adequate support of auxiliary staff** may not be available.

6. **Pressure from authorities**, students and their guardians on teachers may be formidably. They are also likely to be penalised if the students do not perform well for no fault of theirs.

7. Students on the other hand complain of being harassed and threatened by teachers because of **internalisation**. It is interesting to note that hardly any student wants to continue P.G. Studies in an autonomous college if he/She gets a chance to study in the University department.

8. In most of these institutions, **teachers do not enjoy freedom to have their unions**. In general the administration of these colleges is authoritarian.

9. Experiment in new courses is generally **marginal or cosmetic** in nature.

10. How Government Colleges can be autonomous?

POSITIVE POINTS OF THE SCHEME

1. Appraisal of performance of colleges is necessary if we want to improve their functioning. Treating the best and worst alike is unjust. The best should get recognition and special support. Autonomy status ensures that .

2. An already good college if granted autonomy can perform wonderfully well.

3. A good autonomous college can make suitable changes in formulating courses and curricula and promptly respond to the needs of locality and time.

4. Intensity of work in an autonomous college is pronounced thus an average teachers has to and does work much more and also better.

5. The urge to seek recognition as a good teacher in a good institution ensures the sense of institutional belonging or even loyalty. This is also true for students. Loss of anonymity of a big University system thus provide better scope and urge for improvement.

6. Unnecessary loss of teaching days in publication of examination result is minimised. Thus number of working days is unusually more in autonomous colleges.

7. Colleges which can aspire to be deemed Universities, may be granted autonomy since it can act as a probationary period for the same.

In any case in the foreseeable future the system of affiliated colleges and the satellite system in our country has to

continue while the system of autonomous colleges, removing the shortcomings of its present structure may be tried for only the very best of the colleges for allowing them to function even better. We should recognise that higher education requires judicious discrimination in the pursuit of excellence and the basic purpose of autonomous colleges is just the same.

Ministry of Human Resource Development

Deptt. of Education.

New Delhi Dated the 22nd July, 1999.

To
The Secretary,
UGC BSZ Marg,
New Delhi - 110 002.

Subject : Revision of pay scales of teachers in universities and colleges clarification regarding.

Sir,

In continuation of **this Ministry's letter No. 1-22/97-U/I dated 24.3.99** on the subject mentioned above, I am directed to say that the government has received a number of queries from different quarters about fixation of pay where the pay of a senior teacher gets fixed at a lower stage than his junior due to payment of advance increments as stipulated in this Ministry's letter dated 27.7.98. In this connection, it is clarified that the pay of such teachers may be fixed as per Note-6 and Note-9 under Rule - 7 of the central Civil Services (Revised Pay) rules, 1997 which read as under :-

Note-6 Where in the fixation of pay under sub rule (1), pay, of a government servant, who, in the existing scale was drawing immediately before the 1st day January, 1996 more pay than another Government's servant Junior to him on the same cadre, gets fixed in the revised scale at a stage lower than that of such junior, his pay shall be stepped upto the same stage in the revised scale as that of the junior.

Note - 9 In cases, where a senior Government servant promoted to a higher post before the 1st day of January, 1996 draws less pay in the revised scale than his junior who is promoted to the higher post on or after the 1st day of January, 1996, the pay of the senior government servant should be stepped upto an amount equal to the pay as fixed for his junior in that higher post. The stepping up should be done with effect from the date of promotion of the junior Government servant subject to the fulfilment of the following conditions namely :-

a. both the junior and the senior government servant should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre.

b. the pre-revised and revised scales of pay of the lower and higher posts in which they are entitled to draw pay should be identical.

c. The senior government servants at the time of promotion have been drawing equal or more pay than the junior.

d. The anomaly should be directly as a result of the application of the provisions of fundamental rule 22 or any other rule or order regulating pay fixation on such promotion in the revised scale. If even in the lower post, the Junior officer was drawing more pay in the pre-revised scale than the senior by virtue of any advance increments granted to him provision of this Note need not be invoked to step up the pay of the senior officer.

The order relating to re-fixation of the pay of senior officer in accordance with the above provisions should be issued under fundamental Rule 27 and the senior officer will be entitled to the next increment on completion of his required qualifying service with effect from the date of re-fixation of pay.

Sd/ Lalmalsawma

AUTONOMY : A CASE FOR THE INDIAN HIGHER EDUCATION SYSTEM

Dr. Miss A.S.Desai, Chairperson, UGC

Paper presented at the AIFUCTO seminar on "Problems prospects of Autonomous Colleges" at Calcutta on 1 November 1998.

1.0 INTRODUCTORY STATEMENT

It is a great pleasure for me to be among you once again after a gap of two years, at the inaugural session of the seminar organised by AIFUCTO on the "Problems and prospects of Autonomous Colleges" on the occasion of the XXIst Annual Conference. I Congratulate the Federation for organising this seminar and thank them for inviting me to inaugurate the same, and also to share my views and thoughts on the problem and prospects of autonomous colleges. I believe that this is a very historic step for AIFUCTO to liberate education and the educator from the stranglehold of a centralised system which can no longer assure either relevance or the quality of education. Small is beautiful. The unwieldy size of our universities, with their system of affiliating of colleges, is groaning under its own weight and therefore, cannot respond to the needs of the students. A breakthrough is necessary if we are to respond to our realities.

2.0 THE PROBLEM

In a vast system, both students and teachers have become faceless and disempowered what to teach, how to teach, when to teach what and where, remain concentrated in the hands of a few at the top level of the university hierarchy. With the 72nd and 73rd amendments, we have, at one stroke, given powers to the panchayats because it is recognised that development does not take place from above. It is a grassroots effort, requiring identification of local

problems and their solutions. It results in a process of empowerment of those who are vitally concerned with the course of their own development.

The same analogy applies to teachers. They are at present, mere cogs in the wheel. When they teach, what they will teach, how they will teach and how it will be evaluated, is decided by others. As academicians, they are totally disempowered and, as a result, even the best of teachers committed to their students, remain frustrated, let alone the less motivated teacher. We need to view the teacher as the agent of academic change, the activist for reform of the system. This is possible only if we create thousands of islands, where the efforts of a collegiate group of teachers, leads to an examination of the local needs and the type of human resource required to meet those needs. We have to empower the teachers to reform the system, and make it reflective of local needs. It is only then that the too powerful examination system can be demolished which has put a premium on the lowest common denominator, the guide books and the teaching shops, resulting in mere memorization rather than total learning to span cognitive, affective and psychomotor skills, that is knowledge, attitudes and skill. Our students are next to none in capacity. Why have we relegated them to a system which robs them of initiative. Creativity and capacity for problem-solving and learning by reflection and doing.

3.0 THE CONCEPT OF AUTONOMY

The basic concept of autonomy applies to both colleges and university departments, although, at present, it is being observed largely only in the colleges. Why back in 1948, the University Education Commission mentions this requirement but even 50 years later we have only 123 colleges and one university department (at Mumbai University). The Commission stated that the education system is built for a time and not for all time. "There are no changeless ways of educating human beings". In 1964, the committee on colleges, with Prof.. Mahajani in the chair. advised the UGC stating that :

"One of the practical methods of improving higher education in India would be to select a few colleges on the basis of their past work, influence, traditions, maturity and academic standards and give them an autonomous status with freedom to develop their personalities, experiment with new ideas, frame their own syllabus in consultation with the University devise and conduct examinations and initiate new measures"

The Committee on standards of University Education, 1965. Chaired by Prof. S.K.Sidhanta, reiterated it and the kothari Commission in 1966 also described it as a step towards introducing innovation in higher education. The Gajendragadkar Committee on governance of Universities and Colleges also highlighted the need for setting up autonomous colleges. The National policy on Education, 1986, also emphasised this need stating:

"In view of mixed experience with the system of affiliation, autonomous colleges will be helped to develop in large numbers until the affiliations system is replaced by a free and more creative association of universities and colleges. Similarly, the creation of autonomous departments within the universities on select basis will be encouraged. Autonomy and freedom will be accompanied by accountability"

In spite of the concept being introduced as early as 1948, the first autonomous college came into existence in Ma-

TALUKA UNITS OF NUTA; BYE-LAWS - 1999

PROVIDING FOR THE ESTABLISHMENT OF TALUKA UNITS OF NAGPUR UNIVERSITY TEACHERS' ASSOCIATION .

(As required under para 'd' of Article IV of the constitution.)

WHEREAS it is expedient to frame bye-laws providing for the establishment and functioning of the Taluka units of the association;

NOW THEREFORE as required under the provisions of para 'd' of Article IV of the constitution, the following bye-laws are framed;

1) These Bye-laws may be called Taluka Units Bye-Laws, of NUTA, 1999.

2) These bye-laws shall come into force after their acceptance by the General Body of the Association.

3) The Association may have a Taluka unit.

4) Taluka unit may be established in such a Taluka where the total membership of the Association is not less than ten.

(5) Each Taluka unit shall have an Executive Committee consisting of one President, One Vice President, One Secretary, One Joint Secretary and Three members elected by the members of the association from that Taluka from amongst themselves.

(6) The Executive Committee of NUTA may make rules not contrary to the provisions of these bye-laws or the constitution of the Association, to facilitate effective functioning of the Taluka Units.

dras University in 1977-78 and till date we have not even reached the expected 500 figure at the end of VIII th plan which was expected to be reached by the VIIth plan. What ails the system? Why such academic inertia? If it has been proved positive for some. Why not for others? Why do we deny the best to our students? For whom do we establish colleges for students to learn or teachers to teach? The affiliating system has been discredited in the county which introduced it in the first place - the U.K. India continues to carry the legacy of the colonial past in many of its institutions and practices including in the system of education, which is no exception. It is neither doing service to the students nor the teachers. We cannot go to the freedom of the gurukul teachers-student, one to one relationship of the

DISTRICT UNITS OF NUTA; BYE-LAWS - 1976

PROVIDING FOR THE ESTABLISHMENT OF DISTRICT UNITS OF NAGPUR UNIVERSITY TEACHERS' ASSOCIATION .

(As required under para 'd' of Article IV of the constitution.)

WHEREAS it is expedient to frame bye-laws providing for the establishment and functioning of the district units of the association and;

WHEREAS it is also necessary to determine the relationship of such units with other organs of the association;

NOW THEREFORE as required under the provisions of para 'd' of Article IV of the constitution, the following bye-laws are framed;

1) These Bye-laws may be called District Units Bye-Laws, of NUTA, 1976.

2) These bye-laws shall come into force after their acceptance by the General Body of the Association and on such date¹ as may be prescribed by the Executive Committee for this purpose.

3) The Association may have nine district units (Subject to the provision of para 4 of bye-laws) i.e.

1. Akola District.
2. Amravati District.
3. Bhandara District.
4. Buldhana District.
5. Chandrapur District.
6. Nagpur District (excluding city of Nagpur)
7. Nagpur City.
8. Wardha District.
9. Yavatmal District.

4) District unit may be established in such a district where the total membership of the Association is 200 or half the number of the teachers (in that district) whichever is less.

5) For the purpose of para 4, total number of teachers in a given district shall be as is published in the latest Annual Report of the Nagpur University.

6) Each district unit shall have an Executive Committee consisting of one President, One Secretary and Three members elected by the members of the association from that district from amongst themselves and one Vice President and one Joint Secretary elected by the members of the association from that District out of the members who are Junior college teachers in the said district.

7) Notwithstanding anything contained in para 6, each member/Office bearer of the Executive Committee of the Association shall be an ex-officio member of the Executive Committee of his district.

8) President of district unit, wherefrom no member/office bearer is occupying a seat on the Executive Committee of Association, shall always be a special invitee to the meeting of the Executive Committee of the Association.

9) The Executive Committee of NUTA may make rules not contrary to the provisions of these bye-laws or the constitution of the Association, to facilitate effective functioning of the District Units.

NOTES

(1) The Executive of NUTA, in its meeting held on 29th July 1977 "Resolved that 15th August 1977 shall be the date on which district- Unit bye-laws shall come in to force" (Resolution No. 15 of 1977 on page 68 of 1977 Ex-file.

past, inherent in our tradition. but at least we can empower a college system to exercise the freedom which the gurukul teacher enjoyed.

We need to liberate our teachers, and provide the skills and resources which would empower them to initial the task and support them in their efforts. At the turn of the century, We, in the teaching community have much to reflect on. Both relevance and quality of education have suffered due to innumerable factors including political factors and the provision of education for the masses, without adequate resources, has resulted in poor quality inputs in school education. Consequently, We have poorly equipped entrants seeking admission to higher education furthermore, We face the problem of inadequate infrastructure as larger numbers knock on our doors without the necessary planning and resources made available for this increase. We have these problems and more which have led to the uneven performance of the higher education system. While there is a great deal of criticism, to day on the performance of the teaching profession, the demotivating factors are given little attention as also the fact that many thousands of teachers are committed to their chosen profession and fully utilise their time in teaching, research and extension activities. However, the public image of the system has become, unfortunately, negative. It views teachers as a class which draw salaries for working half the year, and for half of the working day, with students learning in spite of them and not because of them, using guide books and fusion classes where the same teachers make an extra pay packet. These are the brutal facts of public perception.

4.0 ONLY TEACHERS CAN FREE THE CAPTIVE SYSTEM OF AFFILIATION

No one can reverse the clock except the teachers themselves. Just as it is expected that the village community itself bring change at the grassroots level, which leaders and the bureaucracy have failed to achieve, similarly, It will be the teachers and students who can revolutionize the system if they decide to usher in the type of change that will be needed for survival in the 21st century. We can no longer afford to wait for others to do our job. The UGC can facilitate, as it is doing through its many schemes, but it is for the teachers to evolve a vision of the future in which they will be a driving force for development and change. We are entering a knowledge based society in the 21st century. India cannot lose out because its teachers have failed the country. The second 50 years of India's independence should usher in an educational revolution which can impact on society and with its rich human resource, put India amongst first nations of the world.

The UGC is very concerned about the slow movement of a theme on which educational change hinges, Hence the UGC initiated discussion with AIFUCTO and requested it to review its policy on autonomy. It was suggested that the AIFUCTO may visit autonomous colleges and assure for themselves the way in which autonomy worked in such institutions. Thereafter they could make suggestions for the best implementation of the scheme if they felt that it had value for the system. Visits to eight such colleges were facilitated. We will be very keen to share their observations and learn from them.

5.0 PERIODIC REVIEW OF THE SCHEME BY THE UGC

From the feedback, it receives the UGC has been constantly attempting to improve the scheme, in 1991. The UGC constituted a Committee to review the implementation of the scheme. The Committee visited 24 autonomous colleges and held discussions with the principals, teachers and some students in these colleges. It also met Vice Chancellors, Education Secretaries and Directors of Higher education, Secretaries and directors of Higher education in the states where the scheme is implemented and also met the office bearers of AIFUCTO and some teachers' associations. Their major recommendations were :

1. The Scheme of autonomous colleges needs to be continued and supported financially by the UGC during the 8th plan. The Grants should be released quickly and both

implementation and release of grants should be looked larger in one and the same section of the UGC.

2. Some effective mechanism to monitor implementation of the scheme was necessity at the state level.

3. Immediate action was needed for amendment of the Acts of the Universities and formulation of the University statutes to make an enabling provision therein for conferment of autonomous status on colleges.

4. It was necessary for the Association of Indian Universities to help the autonomous colleges in regard to acceptance on the results/Mark sheets issued by these colleges by other organisations. Also the problem of migration of students from and to autonomous colleges was re-

quired to be sorted out with the help of Association.

5. The State Governments should not transfer the teachers from Government autonomous colleges and should also sort out problems of increased work load of teachers in the colleges besides evolving a system of block grants for maintenance.

6. The State Governments and the universities must hold meetings with the principals of autonomous colleges regularly for coordination and resolving the issues.

7. The Universities should accept the decisions of the autonomous colleges regarding new courses and flexibility in course combinations.

8. The colleges should prepare perspective plan for de-

No.F.1-22/97-V.1

GOVERNMENT OF INDIA

Ministry of Human resource Development : Department of Education
New Delhi, the 24th March 1999.

To,
The Secretary,
University Grants Commission,
Bahadurshah Zafar Marg,
New Delhi 110 002.

Subject : Revision of pay scales of teachers in Universities and Colleges clarifications on various points of doubt -reg.

Sir,

A reference is invited to this department's communications of even number dated the 27 July, 1998 and 6th November, 1998 about the revision of pay scales of teachers in universities and colleges. A number of enquiries have been received from various quarters seeking clarifications on points of doubt in the implementation of these orders. The various points raised have been examined in this Department and also in consultation with the Ministry of Finance (Department of Expenditure) The points of doubt raised with reference to the orders contained in this Department's communications of even number dated the 27th July, 1998 and 6th November, 1998 are clarified below :

S.No. Point of doubt Clarification

1. Point of doubt : How the pay of Readers/Lecturers (Selection Grade) is to be fixed in the revised scale of pay.

Clarification : In the case of Readers/Lecturers (Selection Grade) having five years of service in the grade as on 1.1.96, the pay may be fixed initially in terms of CCS (RP) Rules, 1997. if the pay so fixed as on 1.1.96 is less than the stage of Rs. 14,940/- it may be stepped up to the stage of Rs. 14,940/-

2. Point of doubt : How the pay of Readers/Lecturers (Selection Grade) who were in position as on 1.1.96 but did not have five years of service in the grade as on 1.1.96 is to be regulated.

Clarification : In case of Readers/Lecturers (Selection Grade) who were in position as on 1.1.96 but did not have five years of service in the grade as on 1.1.96 their pay may be stepped up to the stage of 14,940 on completion of five years of service in the grade if the pay otherwise admissible in terms of CCS(RP) Rules 1997 is less than the stage of Rs. 14,940/-

3. Point of doubt : How the pay of Principals of Colleges/Heads of Engineering Colleges etc. is to be regulated in the revised scale of pay of Rs. 16,400-22,400/-

Clarification : In the case of Principals of Colleges/Heads of Engineering Colleges the pay may be initially fixed in terms of CCS (RP) Rules, 1997 as on 1.1.96. However, if the pay so fixed is less than Rs. 17,300/- it may be stepped up to the stage of Rs. 17,300/-

4. Point of doubt : Whether fixation of pay at Rs. 14,940/- in the case of Readers/Lecturers (Selection Grade) with service ranging from 5 to 12 years as on 1.1.96 constitutes an anomaly.

Clarification : In the process of fixation of pay as clarified against point 1, the pay of Readers/Lecturers (Selection Grade) with service ranging from 5-12 years will get fixed at the same stage of Rs. 14,940/- but it cannot be termed as an anomaly. Anomalous situation will arise only if the pay is fixed at a stage lower than Rs. 14940/-

5. Point of doubt : Whether the benefit of fixation of pay on completion of five years in the case of Readers/Lecturers (Selection Grade) at the minimum of Rs. 14,940/- in the revised scale of pay of Rs. 12000-420-18,300/- is available to other categories of employees who are in the same scale of pay.

Clarification : The benefit of fixation of pay at the minimum of Rs. 14,940/- is available only to Readers/Lecturers (Selection Grade) on completion of five years in the grade. This benefit is NOT available to any other category of employees.

6. Point of doubt : Whether the benefit of career advancements and provision of increments including exemption from NET allowed in the case of teachers is available to other category of employees like assistant librarians, Deputy Librarian, Assistant Registrar, Deputy Director of Physical Education etc.

Clarification : No. This benefit is available only to teachers.

7. Point of doubt : Whether the benefit of enhancement in the age of superannuation allowed in the case of Readers/Professors is available to non-teaching employees with comparable designations such as system Analyst, Scientific Officer, Engineering etc.

Clarification : The benefit of enhancement in the age of retirement is available only to teachers and Registrars/Librarians, Physical Education personnel/Controllers of Examinations Finance Officers only. In the case of other non-teaching employees the age of retirement will be 60.

8. Point of doubt : Whether the promotion on completion of requisite number of years which has been reduced now will be from retrospective or from a prospective date.

Clarification : Only the revised pay scales are effective from a retrospective date i.e. 1st January, 1996. Other benefits are allowed from the dates of issue of the respective notifications by the Govt. of India i.e. 27th July, 1998 or 6th Nov. 1998 as the case may be.

It is requested that the pay fixation and other relevant conditions of service of teachers in universities/Colleges may be decided in accordance with the clarifications furnished above.

Yours Faithfully
(Lalmalsawma)
Director (U)

Note :- Librarians not equal to teachers? The questionable clarification from HRD : Following a request from many of our readers we reproduce hereabove the document.

velopment, activate the Finance Committee as well as planning and Evaluation Committees. They should organise meetings of the different academic bodies and ensure participation of at least two out of three persons representing the UGC, the state Government and the University to form quorum for the meetings of the Governing Body.

Recently, the UGC reviewed and revised the guidelines (1998). Some of the new requirements are detailed below.

The University will :

(i) Not require heavy payments towards endowments for the introduction of new courses of study;

(ii) Permit them to issue their own provisional, Migration and other certificates;

(iii) Grant autonomy to both UG and PG programmes (especially in States where such a facility does not exist); and

(iv) Do everything possible to foster the spirit of autonomy

State Governments will also assist the autonomous colleges by :

(a) Avoiding as far as possible transfers of teachers,

ALL INDIA FEDERATION OF UNIVERSITY & COLLEGE TEACHERS' ORGANISATION
(Regd. Under Act XXI of 1860)

19/C Nilmani Mitra Street, Postal Address 6/6 Kalicharan Ghose Road Calcutta 700 006/700 050
Ref No. G.170 : Fax 033-5571293 : Date 12.4.1999

Shri. P.R.Dasgupta
Union Education Secretary,
Shastri Bhavan,
New Delhi- 110 001.

Sub : Your meeting with AIFUCTO delegation held on 6.4.99.

Dear Sir,

You will kindly recall our meeting with you at Shastri Bhavan, New Delhi 110 001 held on 6.4.99. We are giving below a summary of discussion held on that day particularly the conclusions on different points for your approval and confirmation. You will kindly recall that discussion was held on the basis of 33 point charter. We are enclosing a copy of the same for your ready reference. We also submitted a two page note containing detailed explanation of certain points. This note is also enclosed for your ready reference.

Point No. 1 : a,b,c,d were not discussed by us since you explained that they were discussed in detail by you and the chairperson, UGC to mutual satisfaction and that now the schemes are to be notified by the UGC.

Point No. 2 : was not discussed since it now concerns the UGC.

Point No. 3 : You agreed that this category of Demonstrators/Tutors did not get their replacement scale of pay due to inadvertence and we were informed that the ministry has written to the UGC to issue a clarification granting them the replacement scale i.e. Lecturer Scale.

Point No. 4 : We pointed out that recognition of service as Demonstrators/Tutors of promoted Lecturers for the purpose of career advancement.

On the basis of suitable weightage were discussed by AIFUCTO many times both with the ministry and the U.G.C. The UGC has recommended favourable for giving weightage to this service as per suggestion of an Expert Committee set up by the UGC to study this problem. The State governments of Gujarat and Tamilnadu on their own have issued their own G.O.S. recognising this service for the purpose of career advancement. At the end of discussion, you agreed to consider the matter positively if the UGC. recommends once again on this issue.

Point No. 5 : was discussed and a note has already been submitted we were informed that the ministry had already referred the matter to the UGC seeking their opinion on the suggestion of AIFUCTO.

Point No. 7 : A decision on the matter has already been taken and issued for teachers in Central Universities. It was agreed that the Union Education deptt. would write all the state governments enclosing the said order.

Point No. 8 : We have already submitted a note on the issue. It was agreed that the ministry would request the UGC to study this issue and make appropriate recommendation to the ministry.

Point No. 9, 10, 11 : were not discussed since they

concern the UGC.

Point No. 12 and your clarification issued to the UGC on 24.3.99.

(a) The point No. 4 in the clarification issued by the Union Education Deptt. States that "Readers/Selection grade Lecturers with service ranging from 5-12 years will get fixed at the same stage, but it cannot be termed as an anomaly." We argued that the same may not be termed as an anomaly but it is certainly unjust to bunch teachers with such widely varying length of service at the same stage.

Precisely to avoid such bunching the fifth central pay commission recommended granting of bunching benefit on the basis of 3:1. Accordingly readers/Selection grade Lecturers with 8-10 years of service should get one additional increment beyond 14940/- and such teachers with 11 to 13 should get two additional increments.

The department has agreed review its.

b. The point No. 8 in the same clarification stated that all benefits other than scale should be implemented on or after 27.7.98 on 6.11.98 and not 1.1.96. On our representation that such delay will deprive relatively younger teachers from expected benefits and hence deserves reconsideration by the ministry. The same was agreed to be reviewed by the department.

c. Regarding points 5,6,7 in the clarifications, AIFUCTO representatives submitted that all such academics who are enjoying parity with teachers in scales and other service matters should continue to enjoy the same. The rationale of the argument was accepted by you. Accordingly appropriate reconsideration of the afore mentioned paragraphs is requested.

Point No. 13 : The department agreed to our submission and requested us to give a detailed note. This is given separately.

Point No. 14 While Readership by CAS was recommended for colleges in terms of the 1996. UGC pay revision scheme, few states did not implement it. Both the UGC and the Union deptt. of Edn. wrote to the concerned state govts. about this lapse. AIFUCTO representatives wanted the union Deptt. of Education to once again write to the state governments. The deptt. agreed to do so.

AIFUCTO would discuss residual issues with the UGC and after that will seek another meeting with the deptt. if required.

Kindly acknowledge receipt of this letter and confirm, if we understood the conclusions of the meeting on the points correctly.

With regards,

Yours sincerely
(Mrinmoy Bhattacharyya)
General Secretary.

especially in college where academic innovation and reforms are in process;

(b) Consider adaptation of a differential work load pattern in order to recognise and encourage the additional work involved in the exercise of autonomy; and

(c) Convey its concurrence for the extension of autonomy of any college to the commission within the stipulated time i.e. 90 days after receipt of the report of the review committee.

6.0 SOME PAST OBSERVATIONS ON THE

ALL INDIA FEDERATION OF UNIVERSITY & COLLEGE TEACHERS' ORGANISATIONS

(Regd. Under Act XXI of 1860)

19/C Nilmani Mitra Street, Postal Address 6/6 Kalicharan Ghose Road Calcutta 700 006/700 050

Ref NO -198/ 0419 : Fax 033-5571293 : Date 19.5.1999

Dr. Hari Gautam,
Vice Chairman, UGC

Subject : Your meeting with AIFUCTO held on 17.5.99.

Dear Dr. Gautam,

At the outset we would like to express our sincere appreciation for conducting a fruitful meeting with us on 17.5.99 and also for the keen interest shown by you to concretely work for the betterment of performance of institutions of higher education for which we offer our full cooperation.

We are putting below summary of proceedings of the meeting and request you to kindly peruse and confirm it. In case there is any difference of understanding on any particular point, that may be pointed out. Anyway, we shall request you to send us a point by point response of the UGC on the points of view submitted by us in the meeting. The number of points referred to here are those in our 33 point charter submitted to you earlier.

Point No. 1 : AIFUCTO representatives expressed their anxiety in the inordinate delay over finalisation of the pending four schemes. UGC officials pointed out that on 5.4.99 these schemes as finalised by the UGC were sent to the union Deptt. of education. It was now for them to take the final step.

Item No. 2 AIFUCTO submitted a second Note on part-time teachers which was discussed. It was agreed that the UGC would issue a separate circular/Clarification on this point. AIFUCTO representatives submitted that 55 p.c. marks and NET/SLET requirement were introduced in 91 and those serving prior to that were exempted. It was agreed that exemption should be extended to part-time teachers.

AIFUCTO also demanded that service rendered prior to 96 should be counted to earn additional increments on 3.1 basis. This was not agreed to by the UGC. AIFUCTO representatives submitted since UGC/GOI agreed to recognise part-timers' service only from 1.4.96, the new qualifications. NET/SLET also should be applied only from that date. Besides some reasonable time must be provided to the Part-time teachers to clear NET/SLET.

AIFUCTO also demanded that the UGC has to clarify the basis of calculation of the difference between present salary drawn by part-time teachers and the new pro-rate salary prescribed by the UGC. The UGC agreed to consider the point and clarify.

Point No. 3 : UGC assured AIFUCTO that the necessary clarification offering Lecturers' Scale to Demonstrators/Tutors who are at present in the same scale would be issued shortly.

Point No. 4 and 17. : AIFUCTO pointed out that the Union Deptt. of Education informed them that any recommendation of the UGC on this issue would be favourably considered. UGC agreed to re-examine all necessary papers on the issue including report of Dr. Archana Sharma Committee on it.

Point No. 5 : UGC informed that their opinion has already been communicated to the Union Deptt. of Education.

Point No. 6 : AIFUCTO agreed that such teachers who got their Ph.D. during service career prior to 96 also should be given two increments. UGC referred to the 24.3.99 clarification of the Union Deptt. of Education refusing such benefits.

Point No. 7 : AIFUCTO submitted relevant old Notifications of the UGC and the Govt. of India. It was agreed that the UGC would forward them to the state governments and state universities for their information and appropriate action.

Point No. 8 : AIFUCTO wanted the UGC to study problems of this category of teachers. AIFUCTO will submit further relevant information regarding their teacher status. UGC will consider the issue in the light of these information.

Point No. 9 : There was no agreement.

Point No. 10 : Not discussed.

Point No. 11 : Requirement of 55 p.c. will not be required for existing teachers. UGC did not agree to modify other requirement.

Point No. 12 : UGC agreed to provide clarification on the issue as and when asked for.

Point No. 13 : AIFUCTO demanded a central legislation on the issue. UGC should take initiative in this matter advising the Union Ministry of HRD.

Point No. 14 : UGC should once again advise the universities of Punjab and Haryana reminding them of this lapse in the colleges affiliated to them.

Point No. 15 : AIFUCTO will discuss the Regulations in a subsequent meeting after the discussing them in the meeting of the National Executive Committee to be held on 28.5.99 at Triruvananthapuram.

Point No. 16 : UGC will once again take up the issue with the union Govt. reiterating its previous position.

Point No. 17: Already covered with point No. 4

Point No. 18 and 19 : To be considered by the concerned state governments.

Point No. 20 : Not agreed.

Point No. 21, 22 : Initiative to be taken by the govt.

Point No. 23, 24 : Not discussed.

Point No. 25 : States may take initiative in consultation with UGC.

Point No. 26 : Not discussed.

Point No. 27 : Report of the Special Committee will be sent by UGC to AIFUCTO.

Point No. 28 : UGC pointed out that Regulations were binding in nature.

Point No. 29 : AIFUCTO pointed out that the option given to the universities to require either NET/SLET or Ph.D. should be removed and all Ph.D. holders should be exempted from NET/SLET. This was agreed by the UGC.

Point No. 31 : UGC agrees. However 24.3.99 letter from the ministry denies this benefit. AIFUCTO has already taken it up with the ministry.

Point No. 32 : UGC agreed to revise the FIP scheme to include Librarians / DPEs.

Point No. 33 : UGC did not agree. Besides 24.3.99 letter from the union Ministry of H.R.D. also incapacitates UGC.

With Regards,

Yours Sincerely,
(Mrinmoy Bhattacharyya)
General Secretary.

SCHEME BY AIFUCTO

AIFUCTO has been Making certain observations on the implementation of the scheme of autonomous colleges which need clarification.

(a) Victimization of teachers by management. This apprehension of AIFUCTO is not borne out since, as per the guidelines, all recruitment of teaching staff shall be by the Governing Body/State Government in accordance with the policy laid down by the UGC and the State Governments. Moreover, all the usual University procedures for termination will need to be followed. AIFUCTO can make other suggestions, if they fear victimisation though it does not seem to be borne out by facts.

(b) Fear that State Governments may not take over the liability after 5 years. In the first place. The UGC confers autonomous status to a college only after obtaining concurrence/under taking from the State Government. Moreover, there is no financial liability on the State Government as, presently the support comes from the UGC. The responsibility of the university is to evaluate the work of the college every five years. Recently, it has been decided to continue to pay the stipulated amount for ten years. From the eleventh year, 50 per cent of the amount will be paid because, by then, all the initial needs such as improvement of the library, setting up the examination system developing new curricula and staff training will be completed, and the need will be for continuing support rather than major new inputs. However, if the college puts up special proposals for the remainder of the amount, these will be evaluated and if appropriate, sanctioned.

(c) AIFUCTO also expressed their apprehension that

autonomous status is given to well established urban colleges only whereas rural and Government colleges are ignored. There is no restriction for countering autonomous status on rural or Government Colleges and colleges situated in tribal areas. The main consideration for granting autonomy is the past performance of the college and especially its attempts to be innovative and creative. The criteria are the willingness of teachers, student and the management to be able to implement autonomy in the spirit in which it has been conceived. There is no premium on scores obtained in examinations.

(d) Curriculum changes, made by some college, would remain limited to a small section of students and may pose problem with lack of books material in changed curricula. This problem could be easily overcome by various mechanisms like faculty preparation, departmental preparation, institutional preparation, and also the college could utilise expertise available in the university system and other resources. There has not been any major problem on this score. Today, there is no dearth of materials available. The method of search for identifying needed resources is important. In the end. It will enable others, who initiate autonomy, to share such materials from those who have already made these attempts earlier.

Other issues like assessment of examination, misutilisation of financial autonomy, act. are covered in the revised guidelines.

The revised scheme has a component for monitoring and evaluation by various methods.

(a) The status of autonomy will be granted initially for a period of five years. The university will set up a committee

ALL INDIA FEDERATION OF UNIVERSITY & COLLEGE TEACHERS' ORGANISATIONS

(Regd. Under Act XXI of 1860)

19/C Nilmani Mitra Street, Postal Address 6/6 Kalicharan Ghose Road Calcutta 700 006/700 050

Ref No. 0419 : Fax 033-5571293 : Date 20.1.1999

Note for discussion on problems of part-time teachers.

1. Scales of pay recommended in UGC notification dated 24.12.98 should not be available to
 - a. Teachers who are engaged in full time job elsewhere,
 - b. Retired Teachers,
 - c. Professionals whose first Job is not part-time teaching.
2. Part-time teachers enjoying scales of pay should not serve more than one institution in a similar capacity.
3. Part-time teachers with Ph.D./M.Phil qualifications may be exempted from possession of 55% marks in M.A./M.Sc./M.Com and appearance in NET/SLET.
4. Part-time teachers in service prior to issuance of the UGC notification should be allowed to appear in NET/SLET irrespective of the qualifications within a period of 5 years.
5. Part-time teachers' pay scales should be fixed on or after 1.1.96 and the arrear should be paid in one instalment in cash and the amount should be shared between the centre and the state at 4:1 ratio at par with full time teachers.
6. At the time of fixation of part time teachers should be given one increment for every three years service before 1.1.96.

Note on problems of Demonstrators/Tutors.

1. In accordance with the notification of UGC letter No. F-1-3/86 (p.s.) dated 8.10.92 demonstrators/Tutors who were in the elongated scale of Rs. 1740-3000 on crossing of Rs. 2700/- and E.B . were placed in the personal scale of Rs. 2200-4000/- which was the same as the then existing lecturer scale. For such demonstrators/Tutors the replacement scale in terms of 5th central pay commission can only be Rs. 8,000-275-13,500. Unfortunately all demonstrator/Tutors have been given only the scale of Rs. 5500-175-9000. This must be rectified immediately.

Note on problems of Readers under MPS.

Readers under MPS enjoying the scale of Rs. 3000-5000 have been placed in Rs. 10,000-325-15200. This results in continuance of Readers of two categories drawing different scales of pay and creating confusion. In deference to judgement of Higher Courts of Justice referred to in the UGC recommendations made in December 1997. The duality of scales should be abolished.

We suggest that all such Readers as and when reached the stage of Rs. 3700 in the scale of Rs. 3000-5000 be transferred to Rs. 12,000-420-18,300.

Increments for Ph.D. Holders

As a result of the discontinuance of the scheme in the past to provide extra increments for Ph.D./M.Phil there are some teachers who have not got such benefits. Now that this benefit is being reduced. It is only just that all such teachers be given this benefit.

Benefits to pensioners

In keeping with the recommendations of the fifth central pay commission, the benefit of revised scales of pay in appropriate proportion should be extended to teachers who retired prior to 01.01.1996.

Teachers with other Designations

In some states and in a number of universities and colleges there are some categories of teachers who perform specialised teaching work and are designated as accompanists, coaches and Instructors.

Appropriate scales of pay should be recommended for them,

Schemes mentioned in the UGC notification

Note on career advancement of Readers in College.

(Mrinmoy Bhattacharyya)
General Secretary.

to review the functioning of autonomy in an autonomous colleges at the end of the third year. In the event of the availability of evidence confirming decline in standards in an autonomous college. It shall be open to the University, after careful scrutiny, and in consultation with the UGC, to revoke the autonomous status of that college. Towards the end of the fifth year, the UGC will appoint a Committee for a review of performance of the five year period autonomy is not for all time. Review is undertaken once in five years.

(b) The university will have the right to review all new courses offered by the autonomous college. Where there is evidence of decline in standards or quality, the University may, after careful scrutiny, and in consultation with the UGC, either help modify them, wherever possible, or cancel the offering of such course.

There are certain general matters which are also included in the guidelines.

(i) All recruitment of teaching staff shall be by the Governing Body State Government in accordance with the policy laid down by the UGC and State Government.

(ii) Universities shall consider both internal and external assessment of the work of students of autonomous colleges for admitting them to higher level courses.

(iii) Organisation of special need based short-term courses under the department of continuing education may be an important activity of an autonomous college. Such courses ought to benefit the students of the college besides outsiders who may take them.

(iv) Time spent by teachers on projects and extension work shall be counted for reckoning work load as prescribed by the Commission.

(v) An autonomous colleges shall prepare a calendar for the meetings of various bodies to ensure that the implementation of the recommendations made by them is not unduly delayed for reasons of non-covering such meeting.

(vi) A wide variety of courses may be evolved in modules so that students may take them according to their convenience, such courses may help them acquire additional credits.

(vii) All autonomous colleges shall have a continuous assessment of student work during each semester.

(viii) Teachers evaluation in autonomous colleges may include periodical self evaluation institutional assessment of teachers performance, student evaluation of teacher performance, appraisal of research and other suitable forms of teacher appraisal.

(ix) Autonomous college in a given region may form a consortium for mutual cooperation explorations in chosen areas such as Management Skills, National Service Scheme, Entrance Examinations, inter collegiate sharing of expertise and human resources for teaching programmes, etc.

(x) Credit system and credit transfer among colleges, in general, and autonomous colleges in particular, may be suitably adopted.

7.0 TEACHER INVESTMENT AUTONOMY AND ACCOUNTABILITY

If we took into the actual data, as on today there are only 123 autonomous colleges, of which 66 (53.6%) are in the States of Tamilnadu and Andhra Pradesh. The other States having a few autonomous colleges are madhya Pradesh (44), Himachal Pradesh (5) Orissa (5), Maharashtra (3), Uttar pradesh (3), and Gujarat (1). It is time to see why we are not able to achieve the largest and what are the impending factors which prevent colleges from coming forward for autonomous status. Do these problems lie with teachers, students, universities, the state governments or the UGC? Surely, automomy of a college, or a university department, means considerable work from evolving a vision and mission statement, to a curriculum designed by the teacher with inputs sought through colleagues and informed others, the corresponding methods of teaching required, the plan for evaluation and under taking this task admission

of students and co curricular activities to enrich their personalities and prepare them for family life, roles and citizenship besides that of the work place. These are several activities which, today, do not fully involve teachers, Autonomy is for investment, innovation and change, in utilising learner centered teaching methods rather than subject centred teaching methods geared to large scale examinations, experience based learning such as placement of the student in the world of work., project based learning and several such activities, it means paper setting and examination of the students and diagnosing from it the students needs as learners. Unlike mass examination systems which remain subject centre, autonomy brings with a change in the very objective of taking tests.

While autonomy means freedom to change and innovate, with autonomy, also comes accountability to the system. But are we shying away from work in refusing autonomy? If so do we deserve to demand a wage structure which describes teaching as the mother of all professions? A mother nurtures, sacrifices and does her best for her children, so that each generation is better than that of its parents. Our claims must be sustained by our actions.

There is no hope for the system without autonomy and accountability. Both are necessary for its reform. Autonomy brings with it liberation from the fetters in which it has been kept curriculum, examination and other needs of the system. The objective is academic autonomy, it is not a license to the managers of the system a college principal or its management, or the Head of the Department to do what they wish. The normal service conditions for teachers are not affected by autonomy. On the contrary, the institution is protected because the University and the UGC review autonomy once in five years and if there are complaints from students or teachers, or, after seeking autonomy, the institution does not perform its role, autonomy is withdrawn. Hence, quality and accountability are assured by this built in system of monitoring not only of the teachers but also of the management. The name of the college is put on the degree certificate along with the University. Its image therefore has to be maintained with the public and the employing organisation. Thus, it is not only accountable to the University or the UGC for its performance, but also to the public at large.

8.0 A PLEA TO TEACHERS.

I Plead to you as teachers organisation to review the concept of autonomy of which it has been suspicious thus far as it is resulting in a negative effect on the system. Free your colleagues in institutions which desire to become autonomous. Tamil Nadu has led the way for us, Let us ensure that the system is not running on a trade union verdict but under the leadership of a teachers organisation which has a vision for tomorrow. We have the second largest higher education system in the world and the largest in a developing country. It is groaning under its own weight. A University span of control is too large. It does justice to none. It is we teachers, alone, who will be able to lift it up with our own bootstraps. No one can do it for us. Either we kill the goose which can lay the golden egg or nurture it so that it can usher in a brighter tomorrow in higher education for preparing the citizen of the 21st century for whose future our freedom fighters committed their lives, suffered imprisonment and some even laid down their lives for it. Fifty years after our independence let us give that needed academic freedom to our colleges. It is time that we liberate them in the context of liberalisation sweeping the country and the globe. The onus is now fully on us to assure the future of the country by turning out persons with the necessary competencies as professionals industrialists, agriculturists, bureaucrats, and politicians who can lead the country next millennium and of whom, we can be justifiable proud as the products of our system.

Thank you for giving me an opportunity to share my thoughts and inaugurate the seminar with the fond hope that you find solutions the pallbearer future for higher education.

महाराष्ट्र प्राध्यापक महासंघाचे प्रथम अध्यक्ष

डॉ.एल.बी.केणी यांचे दुःखद निधन

प्रा.बी.टी.देशमुख, अध्यक्ष नुटा

१. महाराष्ट्र प्राध्यापक महासंघाचे पहिले अध्यक्ष, शिक्षक चळवळीतील एक जेष्ठ नेते, आंतरराष्ट्रीय ख्यातीचे इतिहासकार, प्राचीन भारतीय इतिहासाचे गाढे संशोधक, डॉ. एल.बी.केणी यांचे दिनांक ८ जुलै १९९९ रोजी मुंबई येथे त्यांच्या निवासस्थानी अल्पशा आजाराने दुःखद निधन झाले. मुंबईच्या सिद्धार्थ कॉलेजमध्ये व त्यानंतर सेंट झेव्हियर कॉलेजमध्ये इतिहासाचे प्राध्यापक म्हणून त्यांनी कार्य केले. अनेक पदव्युत्तर विद्यार्थ्यांना त्यांनी संशोधनार्थ मार्गदर्शन केले. मुंबई विद्यापीठाच्या कलाशाखेचे अधिष्ठाता म्हणूनसुद्धा त्यांनी कार्य केले. नागपूर विद्यापीठाच्या इतिहास अभ्यास मंडळामध्ये व अमरावती विद्यापीठाच्या राज्यशास्त्र अभ्यास मंडळामध्ये तज्ञ सदस्य म्हणूनही त्यांनी काम केले होते. चंदीगड येथे १९७३ साली झालेल्या “इंडियन हिस्ट्री काँग्रेस”च्या ३४ व्या अधिवेशनात एका बैठकीचे अध्यक्षस्थान भूषविण्याचा दुर्मिळ बहुमान त्यांना मिळाला होता. या काँग्रेसमध्ये त्यांनी केलेले भाषण “The challenge of Indian History” या नावाने पुस्तक रूपाने प्रसिद्ध करण्यात आले आहे.

२. महाराष्ट्र प्राध्यापक महासंघाचा सुरुवातीचा काळ हा अतिशय दगदगीचा होता. किंवा प्राध्यापकांच्या व्यावसायिक जीवनामध्ये निर्माण झालेल्या अनेक धकाधकीच्या समस्यांना तोंड देण्यासाठी विद्यापीठ पातळीवरील संघटनांचे छत्र अपुरे वाटायला लागल्याने या सर्व संघटनांचा महासंघ बांधण्याचा निर्णय घ्यावा लागला, त्यावेळी डॉ. एल.बी.केणी यांची त्या महासंघाचे पहिले अध्यक्ष म्हणून निवड झाली, याचे फार मोठे श्रेय त्यांच्या प्रकांड विद्याव्यासंगाच्या बरोबरीने त्यांच्या अफाट नेतृत्व गुणांना सुद्धा होते, हे मान्यच करावे लागेल. या महासंघाच्या पहिल्या कार्यकारी मंडळामध्ये सदस्य म्हणून काम करण्याची संधी मिळालेल्या माझ्यासारख्या व्यक्तीला आजही त्यांची ती उंच मूर्ती सभेत अध्यक्ष असून सुद्धा महत्त्वाचा मुद्दा असेल तेव्हा उभे राहूनच बोलण्याच्या आपल्या शैलीने, धारदार पण गोवायन पद्धतीच्या गोड किनार असलेल्या आवाजात विचार मांडताना नजरेसमोर उभी राहते. संघ पण मार्दव असलेला तो आवाज गोड वाटत असला तरी त्या आवाजातून व्यक्त होणारा विचार मात्र किती ठाम असे व त्या विचारावर ठाम राहण्यासाठी प्रसंगी वाटेल ती किंमत मोजण्याची केवढ्या प्रसन्नतेने ते मनाची तयारी ठेवत असत याची आठवण झाली म्हणजे आजही अचंबा वाटल्याशिवाय रहात नाही.

३. निदर्शने, मोर्चे, सामूहिक रजा आंदोलन व शेवटी परीक्षा बहिष्कार या सारख्या एकाहून एक सरस शस्त्रांचा वापर महाराष्ट्र प्राध्यापक महासंघाने १९७४ ते नोव्हेंबर १९७५ या काळामध्ये केला. आज जसा “नेट-सेट चा घोळ” घालण्यात आला आहे किंवा येत आहे, तसा त्यावेळी “एम् फील चा घोळ” सुरु करण्यात आला होता. १९७४-७६ च्या दरम्यान विद्यापीठ अनुदान आयोगाची वेतनश्रेणी लागू करतांना २ नोव्हेंबर १९७४ च्या एका पत्रान्वये भारत सरकारने राज्याच्या शिक्षण सचिवांना “For future recruitment to the posts of lecturers in universities as well as in colleges the minimum qualifications shall be as may be prescribed by the University Grants Commission from time to time.” असे कळविले होते. आंदोलनाच्या तडाख्यात त्याप्रमाणे घेतलेल्या निर्णयाची जी घोषणा महाराष्ट्राच्या त्यावेळच्या शिक्षण मंत्र्यांनी, दिनांक ४ एप्रिल १९७५ रोजी महाराष्ट्र विधानसभेत केली, त्यामध्ये “विद्यापीठ अनुदान आयोगाने शिफारस केलेल्या वेतनश्रेणी जशाच्या तशा शासनाने स्वीकारल्या आहेत. या वेतनश्रेणी विद्यापीठ अनुदान आयोगाने किंवा विद्यापीठांनी विहित केलेली अर्हता धारण करणाऱ्या शिक्षकांना देण्यात येतील.” असा स्पष्ट उल्लेख होता.

४. पुढे देशामध्ये आणिवणी घोषित करण्यात आली, याचा फायदा घेऊन

शासनाने “राईट अवाऊट टर्न” ची भूमिका घेतली. विद्यापीठ अनुदान आयोगाने शिफारस केलेल्या वेतनश्रेणी लागू करण्यासाठीचा शासन निर्णय (क्रमांक USG-1174/104287) हा दिनांक ४ आक्टोबर १९७५ रोजी प्रसिद्ध करण्यात आला. "These qualifications are applicable to both existing teachers and the teachers who may be recruited hereafter." अशा प्रकारची उलटी शब्द रचना या शासननिर्णयामध्ये टाकण्यात आली. शब्द फिरविण्याच्या शासनाच्या या भूमिकेमुळे उच्च शिक्षण क्षेत्राला कमालीचा धक्का बसला, कुलगुरू हादरून गेले. महाराष्ट्र प्राध्यापक महासंघाने याचा धक्कार केला.

५. ४ ऑक्टोबर १९७५ च्या शासन निर्णयाचा धक्कार करणारी महाराष्ट्र प्राध्यापक महासंघाच्या कार्यकारी मंडळाची जी सभा ऑक्टोबर १९७५ च्या शेवटच्या आठवड्यात झाली होती ती “किंमततराय बिल्डिंग” या महर्षी कर्वे मार्गावरील मुंबई विद्यापीठाच्या इमारतीमधील मुंबई विद्यापीठ व महाविद्यालयीन शिक्षक संघटनेच्या (BUCTU) कार्यालयामध्ये झाली होती. मी स्वतः महाराष्ट्र प्राध्यापक संघटनेच्या कार्यकारी मंडळाचा सदस्य या नात्याने या बैठकीला हजर होतो. मला आजही स्पष्टपणे आठवते, इमारतीच्या तळाशी पोलिसांचा गराडा पडला होता. पोलीस वाहनांचा मोठा ताफा हजर होता. शासनाचा धक्कार करणारा ठराव महाराष्ट्र प्राध्यापक महासंघाच्या कार्यकारी मंडळाच्या बैठकीत मंजूर झाला.

६. धक्काराच्या एका जाहीर सभेनंतर महाराष्ट्र प्राध्यापक महासंघाच्या अध्यक्ष व सरचिटणिसांना १ नोव्हेंबर १९७५ रोजी ‘मिसा’खाली अटक करून १५ महिने स्थानबद्धतेत ठेवण्यात आले. महाराष्ट्रातील कोणत्याही प्राध्यापकाने ही नविन वेतनश्रेणी स्वीकारली नाही. पुढच्या १५ महिन्यांच्या काळासाठी श्री. व्ही.बी.कामथ यांची कार्यवाहक अध्यक्ष म्हणून व श्री. ई.एन. मांजरेकर यांची कार्यवाहक सचिव म्हणून महाराष्ट्र प्राध्यापक महासंघाच्या कार्यकारी मंडळाने निवड केली. “नवीन वेतनश्रेणीवावतचा शासकीय ठराव : एक निवेदन” या नावाची मी लिहिलेली एक लहानशी पुस्तिका ७ नोव्हेंबर १९७५ रोजी त्यावेळी नुटाने प्रसिद्ध केली होती.

७. डॉ.केणी यांच्या स्वभावाचे वैशिष्ट्य असे की, १ नोव्हेंबर १९७५ पासून जवळ जवळ १५ महिने स्थानबद्धतेत राहिल्यानंतर मुक्तता झाल्यावर जणू काही १५ दिवसाची सुटी संपवून अध्यक्ष परत येताहेत असे वाटावे इतक्या सहजपणे २७ जानेवारी १९७७ रोजी पुण्याहून मुंबईला व्ही.टी. च्या प्लॅटफॉर्मवर उतरल्यानंतर पहिले काम त्यांनी काय केले असेल? तर संघटनेच्या कार्यालयात जाऊन कार्यवाहक अध्यक्ष श्री. व्ही.बी.कामथ यांच्याकडून महाराष्ट्र प्राध्यापक महासंघाच्या अध्यक्षपदाचा पदभार स्वीकारला. त्यांना झालेली अटक, १५ महिन्यांनंतर त्यांची

झालेली सुटका व त्यांनी पदभार स्वीकारणे याबाबतची ही तपशीलवार हकिकत महाराष्ट्र प्राध्यापक महासंघाचे तत्कालीन कार्यवाहक सचिव श्री. ई.एन. मांजरेकर यांनी प्रसिद्धीला दिलेल्या दिनांक २७ जानेवारी १९७७ रोजी काढलेल्या एका “वृत्तपत्रीय प्रसारणा”मध्ये आलेली आहे. ते पत्रक मी मुद्दाम शब्दशः पुढे जसेच्या तसे देत आहे. :-

“MAHARASHTRA FEDERATION OF UNIVERSITY AND COLLEGE TEACHERS' ORGANISATION : Kimatrai Building, 79 Maharashi Karve Marg, : Bombay 400 002. : 27th January, 1977 : Dr. L.B. Kenny and Prof. K.K.Theckedath, President and General Secretary of the Maharashtra Federation of University and College Teach-

ITEM NO. 257 (A) PASSING AWAY OF DR. L.B. KENNY

Chairman of the meeting will move the following condolence resolution :-

"This meeting of the General Body of NUTA places on record its deep sense of sorrow at the passing away of Dr. Liladhar B. Kenny, former President of the BUCTU and the first president of the MFUCTO, in Mumbai on 5th July 1999. Dr. Kenny, by his devotion to the cause of education and selfless service to the teaching & student community, had earned for himself a permanent place in the history of teachers movement. He belonged to the most progressive section of historians in the country whose search for truth in history was uncompromising. It is his strong commitment to the cause of education and of the teaching and student community that enabled him to face fearlessly the strong arm of the central and state governments which had imprisoned him for 15 months without any trial under the MISA during the dark days of the emergency. Dr. Kenny's extreme sacrifice during this period did not go in vain but in fact helped in raising the status and dignity of the teaching community in the entire country. In his death, the teachers' movement has lost a fearless leader and a champion of the teachers' cause."

ers' Organisations and also of the Bombay University Teachers' Union, who were arrested under MISA on 1st November 1975 and detained since then for 15 months in Yeravada Central prison, Pune, were released yesterday.

Dr. Kenny and Prof. Theckedath were given a very warm and enthusiastic welcome at V.T. Railway Station this morning by their Co-workers in the Teachers' Movement, relatives and other well-wishers. Among those present to receive them were Prof. V.B. Kamath, the Officiating President of the M.F.U.C.T.O. and B.U.T.U., Prof. A.N. Oza, representing the Bombay University Academic Staff Association, and Dr. S.S.Hoskot, a senior College teacher.

Immediately after their return to Bombay Dr. Kenny and Prof. Theckedath have taken over the reins of the M.F.U.C.T.O. and the B.U.T.U. from the present Officiating President and the Officiating Secretary. Sd/- **E.N.Manjrekar**, Officiating Secretary."

८. पुण्याच्या येरवडा या मध्यवर्ती तुरुंगामध्ये डॉ.केणी यांनी काढलेल्या १५ महिन्यांच्या स्थानबद्धतेच्या कालखंडामध्ये आपला अभ्यास त्यांनी सातत्याने चालू ठेवला, अनेक विद्यापीठांनी परिक्षणार्थ पाठविलेल्या पी.एच.डी. च्या प्रबंधाचे मूल्यमापन केले. इतिहासातील अनेक मर्मग्राही विषयावर आपल्या सहकारी स्थानबद्धांसमोर व्याख्याने दिली. या काळात "तडाखेबंद फिरण्याचा व्यायाम" हा त्यांचा मोठ्या मजबुतीने जोपासलेला आवडता छंद होता असे त्यांचे अनेक सहकारी सांगत. विद्याव्यासंगाने ओतप्रोत भरलेल्या आपल्या या यशस्वी व्यावसायिक जीवनामध्ये संघटनेच्या नेतृत्वाचे हे जोखमीचे व कटकटीचे काम आपण कशासाठी स्वीकारले? असा नापसंतीचा शब्द त्या १५ महिन्यांच्या व त्यानंतरच्या काळात कधीही त्यांच्या तोंडून आम्हाला ऐकायला मिळाला नाही. या प्रदीर्घ स्थानबद्धतेमुळे आपल्या वैयक्तिक जीवनामध्ये आलेल्या आर्थिक संकटाला तोंड देतांना होणारी यातायात व दगदग यांचा पुसटसा उल्लेख सुद्धा कधी आपल्या सहकाऱ्यांच्या कानावर पडू नये म्हणून जी दक्षता ते घेत असत त्याची आठवण झाली म्हणजे आजही मन आदराने भरून येते.

९. स्थानबद्धतेनंतरच्या काळात महाराष्ट्र प्राध्यापक महासंघाचे अध्यक्ष म्हणून त्यांनी पुढे अतिशय जोमाने कामाला सुरुवात केली. २३ एप्रिल १९७७, १५ जुलै १९७७ व त्यानंतर २३ ऑगस्ट १९७७ या तीन तारखांना महाराष्ट्र शासन व महाराष्ट्र प्राध्यापक महासंघ यांच्यामध्ये सहमती झाल्याची नोंद करणारी जी तीन मतैक्यपत्रे, उपरोक्त ३ वेगवेगळ्या तारखांना नोंदविण्यात आली ती शासनाच्या वतीने तत्कालीन शिक्षण सचिव श्री. द.म.सुकथनकर व संघटनेच्या वतीने डॉ.एल.बी.केणी यांनी स्वाक्षरीत केलेली आहेत.

१०. ही तीन मतैक्यपत्रे स्वाक्षरीत होण्यापूर्वी महाराष्ट्र राज्याचे तत्कालीन मा. मुख्यमंत्री श्री. वसंतदादा पाटील यांच्या नेतृत्वाखाली अनेक तास तपशीलवार चर्चा झाल्या. या चर्चेमधील एक प्रसंग सांगण्यासारखा आहे. ही चर्चा केंद्रा झाली, या चर्चेला कोणकोण उपस्थित होते, याची माहिती देणारा एक परिच्छेद महाराष्ट्र प्राध्यापक महासंघाने दिनांक २४ एप्रिल १९७७ रोजी प्रसृत केलेल्या एका प्रसिद्धीपत्रकातून मी पुढे जसाच्या तसा नमूद करित आहे. :-

"The Executive Committee of the MFUCTO met the Chief Minister Shri. Vasantda B.Patil in his Chamber on 22nd April, 1977 and this meeting was continued on 23rd April, 1977 when a delegation consisting of Prof. L.B.Kenny, President, Prof. K.K.Theckedath, General Secretary, Prof. V.B.Kamath, Treasurer, Prof. Mrs. N.G.Tarlekar, Vice President, Prof. N.D. Mehta, Prof. Vasant Pujari, Prof. B.T.Deshmukh, Prof. Sambhaji Jadhav met him. The following were present on 23rd April from the side of the Government : Chief Minister, Finance Minister, Education Minister, Education Secretary and Finance Secretary. At the end of prolonged negotiations a consensus was arrived at between the MFUCTO and the Government of Maharashtra and a statement was issued signed by Shri D.M. Sukhtankar, Secretary Education Department on behalf of the Government and Prof. L.B.Kenny, Prof. V.B.Kamath and Prof. K.K.Theckedath, on behalf of the MFUCTO."

११. दिनांक २३ एप्रिल १९७७ रोजी ही चर्चा सुरु होती. मुख्यमंत्री मा. श्री. वसंतदादा पाटील हे अध्यक्षस्थानी होते. आणीबाणीच्या काळात झालेला जाच पक्षांतर्गत राजकारणामध्ये मा. वसंतदादाना सुद्धा बराच सहन करावा लागला

होता. जवळ जवळ राजकारणातून संन्यास घेऊन दादा सांगलीला परत गेले होते. आणीबाणी संपल्यानंतर झालेल्या लोकसभेच्या निवडणुकीनंतर महाराष्ट्राच्या राजकारणात पक्षांतर्गत सत्ताबदल होऊन मा. वसंतदादा मुख्यमंत्री झाले होते, ही गोष्ट येथे लक्षात ठेवण्यासारखी आहे. चर्चा सुरु असतांना शैक्षणिक पात्रतेच्या मुद्यावरील विचार संघटनेच्या वतीने मी मांडत होते. मी सुरुवात केली. "विद्यापीठ अनुदान आयोगाच्या व केंद्र शासनाच्या योजनेप्रमाणे सेवेत असलेल्या लोकांना एम्.फील ची अट लागू नाही. नवीन पात्रतेच्या अटी सेवेत असलेल्या लोकांना लागू नाहीत. तसे कबूल करण्यात आले होते. शिक्षण मंत्र्यांनी ४ एप्रिल १९७५ ला विधानसभेत केलेल्या निवेदनामध्ये विद्यापीठ अनुदान आयोगाच्या योजनेप्रमाणेच महाराष्ट्रात अंमलबजावणी होईल असे स्पष्टपणे नमूद आहे. मात्र नंतर शासनाने आपला विचार बदलला. शब्द पाळला नाही. आणीबाणी लागू झाली याचा गैरफायदा घेतला व ४ ऑक्टोबर १९७५ च्या शासननिर्णयामध्ये आगावूच्या अटी टाकल्या"

१२. आणीबाणीतील स्थितीबाबतचा उल्लेख माझ्या प्रतिपादनामध्ये येताच दादा अस्वस्थ झाले. वाक्य संपत नाही तर "तुम्हाला त्यावेळी आमच्या शासनाने शब्द दिला होता. आणीबाणीत तो मोडला गेला. पाळला नाही असे तुम्ही आता म्हणता; त्यावेळी तुम्ही कां विरोध केला नाही?" असे सात्त्विक संतापाचे उद्गार मा. वसंतदादांच्या तोंडून बाहेर पडले. आम्ही सारेच अवाकू झालो. यावर उत्तर देण्यासाठी जे शब्द वापरण्याची आवश्यकता होती, ते शब्द डॉ. केणी किंवा डॉ.थेकेदत्त यांच्या तोंडून बाहेर पडणे शक्य नव्हते, त्यांचा तो स्वभाव नव्हता. माझ्या कडून मी ताबडतोबच या विचारांचा प्रतिवाद केला तो पुढील शब्दात :-

"मा. मुख्यमंत्री महोदय! आम्ही जेवढा विरोध करायला पाहिजे होता, तेवढा केला नाही असे आपण म्हणू शकता पण आम्ही त्यावेळी विरोधच केला नाही हे आपले म्हणणे बरोबर नाही" "नवीन वेतनश्रेणीबाबतचा शासकीय ठराव : एक निवेदन" या स्वलिखित पुस्तिकेची एक प्रत त्यांच्यासमोर टाकत, मी म्हणालो. "दादर- माटूंग्यातील एका महाविद्यालयातील प्राध्यापकांच्या सभेमध्ये ४ ऑक्टोबर १९७५ च्या शासन निर्णयाला विरोध करणारी भाषणे केल्यानंतर तुम्ही आमच्या अध्यक्ष व सचिवांना अटक करून १५ महिनेपर्यंत स्थानबद्धतेत ठेवले असे असतांना, आम्ही त्यावेळी विरोध केला नाही हे आपण कसे काय म्हणू शकता?"

१३. मा. वसंतदादांना या घटनांची खरोखरच माहिती नव्हती. "१५ महिनेपर्यंत तुमच्या अध्यक्ष व सचिवांना स्थानबद्धतेत ठेवले? त्यावेळी कोण होते तुमचे अध्यक्ष व सचिव?" अशी मोठ्या उत्सुकतेने दादांनी विचारणा केली. आमच्या सर्वांच्या नजरा त्या चर्चेत सहभागी असलेल्या व आमचे नेतृत्व करित असलेल्या डॉ. केणी व श्री. थेकेदत्त यांच्याकडे वळल्या. अत्यंत निर्विकार चेहऱ्याने डॉ. केणी यांनी दादांना नमस्कार केला. मुख्यमंत्री असलेल्या वसंतदादा सारख्या जेष्ठ स्वातंत्र्य सैनिकाच्या मनावर या घटनांचा व कथनाचा परिणाम झाल्याशिवाय राहिला नाही. आणीबाणीत सुद्धा या मंडळींनी सारे बरेवाईट परिणाम भोगण्याची तयारी ठेवून या तरतुदींना विरोध केला होता. हे ऐकल्यावर दादांच्या चेहऱ्यावरील भाव भराभर बदलले ही गोष्ट मला आजही डोळ्यासमोर स्पष्टपणे दिसते.

१४. पुढच्या चर्चेचा एकंदर नुरच बदलला. "तुम्ही एम्.फील बदल, पात्रतेच्या अटीबद्दल काय म्हणालात? पुन्हा सांगा" असे मुख्यमंत्री म्हणाले. मी पुन्हा एकदा वर परिच्छेद ११ मध्ये नमूद केलेले विचार मांडले. त्यावर दादांनी त्यांच्या स्वभावाला शोभेल अशा ठामपणे पुढील उद्गार काढले. "तुमचे म्हणणे मान्य करायला आम्हाला काही अडचण नाही." ही सारी चर्चा मराठीतून झाली असली तरी यावर झालेले हे मतैक्यपत्र मा. शिक्षण सचिव श्री. द.म. सुखटणकर यांनी इंग्रजीत नोंदविलेले आहे. उभय पक्षी स्वाक्षरीत झालेल्या या मतैक्यपत्राच्या परिच्छेद १ (१) मध्ये ही वाव पुढील शब्दात नोंदविण्यात आली आहे :-

"i) As regards educational qualifications, the main argument of the federation was that in the statement made by the Minister for Education on the floor of the Assembly on 4th April, 1975, the Government had categorically given a commitment to the effect that the U.G.C. scales will be implemented as they are, in respect of those already in service who had the qualifications laid down by the respective Universities. The government should stick to this commitment given on the floor of the House.

The Chief Minister said that he did not see any difficulty in accepting this"

१५. महाराष्ट्र प्राध्यापक महासंघाच्या आमच्या नेत्यांच्या या धिरोदात्त वर्तनाने महासंघाची केवळ प्रतिष्ठाच वाढली असे नव्हे तर महासंघाच्या स्थापनेनंतरच्या २-४ वर्षांत संघटनात्मक कामकाजाचा मोठाच मजबूत पाया घातला गेला. या चर्चेमध्ये एकामागून एक मुद्दे सुटत गेले. २३ एप्रिल १९७७ ते २३ ऑगस्ट १९७७ या चार महिन्यांच्या काळात खुद्द मुख्यमंत्र्यांच्या अध्यक्षतेखाली बैठका होऊन ३ मतैक्यपत्रे नोंदविली गेलीत. असे उदाहरण संघटनात्मक पातळीवर भारतात क्वचितच सापडेल. याचे जेवढे श्रेय संघटनेने उभ्या केलेल्या आंदोलनाच्या शक्तीला आहे तेवढेच, श्रेय डॉ. केणी यांच्या धिरोदात्त नेतृत्वगुणांना आहे हे

MAHARASHTRA FEDERATION OF UNIVERSITY & COLLEGE TEACHERS ORGANISATIONS

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

STATE OF EDUCATION AND THE POSITION OF TEACHERS - AN APPEAL

Dear Citizens

It is with deep concern that we, who belong to the teaching community, have to approach you concerning the various developments in the field of education in Maharashtra.

IMPORTANCE OF EDUCATION :

After India's Independence, when the Constitution of India was enacted, Dr. Babasaheb Ambedkar, the architect of Indian Constitution, took great care to give a position of importance to Education in the country. It reflected the concern of the freedom fighters and the Constitution-Makers of India to the denial of education to millions of our people. **Education being treated as an important function of the state, duty was cast on it. The State was required to raise revenues for allocation of funds for education.** But today, what is happening to education in the country in general and Maharashtra in particular?

THE PICTURE IN MAHARASHTRA :

In the name of the new economic policy of privatisation, Liberalisation, Marketisation and Globalisation, the state is withdrawing from the field of education. The state Govt. has in fact allowed a number of persons to float private institutions all over Maharashtra without any grant from the government. **These institutions charge huge fees illegally with the patronage of the government and are fleecing the students and their parents.** The fees from KG & primary school to university education have gone up steeply, apart from the huge donations that are being forced out of the parents running into thousand of rupees. In fact, for engineering education, the fee structure is about Rs. 50,000/- per year and for medicine it is about Rs. 1,50,000/- per year.

It is also public knowledge that the persons who have been allowed to start educational institutions are men without any commitment to the cause of education. Their interest is to commercialise the system with a view to making large sums of quick money. Most of these institutions do not have the necessary minimum infrastructure and/or teaching and non teaching staff thereby putting the students to loss and frustration on account of failures at the examinations. Education has been made a mockery and a fraud on the people. The teachers are paid paltry sums of money as salary and made to sign on paysheets for full salary. Teachers are assigned workload which is twice as much as the law permits, affecting the quality of education. **A parallel system of education is being created in the form of unaided institutions at the cost of students, parents and good education, in which coaching/tuition classes and bogus/fake degree systems survive.**

Important norms and rules laid down by the central authorities such as the UGC, AICTE, Indian Medical Council, etc., meant for good education, are being flouted wilfully.

कुणालाही नाकारता येणार नाही. नविन वेतनश्रेणी, पात्रतेच्या अटी, कार्यभार, व्हेकेशन, परिक्षेचे पारिश्रमिक, वेतनाची व्यवस्था, थकलेल्या वेतनाचा प्रश्न, सेवामुक्त झालेल्या शिक्षकांचे प्रश्न, अतिरिक्त शिक्षकांचे प्रश्न, या व यासारख्या कितीतरी प्रश्नांवर अनुकूल निर्णय या मतैक्यपत्रामध्ये नोंदविण्यात आल्याचे आपल्याला आढळून येईल.

१६. महाराष्ट्र प्राध्यापक महासंघाचा पहिला अध्यक्ष या नात्याने त्यांनी केलेले हे काम स्थापनेपासूनच्या कार्यकारी मंडळातील एक सदस्य या नात्याने पाहण्याची जी संधी मला मिळाली त्यातून अनेक घटना डोळ्यासमोरून भराभर पुढे सरकतात. जेवढे लिहावे तेवढे थोडेच होईल. **सेवानिवृत्तीनंतर आपल्याला मिळालेल्या "ग्रॅज्युईटी"च्या रकमेतून इतिहास या विषयावरील व्याख्यानांचे आयोजन करण्यासाठी "एशियाटीक सोसायटी"ला ४५ हजार रुपये एवढी मोठी रक्कम त्यांनी दाननिधी म्हणून दिली.** आपल्या अभ्यासविषयावर जिवापाड प्रेम करण्याचा त्यांचा जो गुण या त्यांच्या कृतीतून दृग्गोचर होतो, तो अनेक शिक्षकांना दिपस्तंभासारखा मार्गदर्शक ठरणारा आहे.

महाराष्ट्र प्राध्यापक महासंघाच्या बाल्यावस्थेत अत्यंत धडाडीचे नेतृत्व पुरविणाऱ्या या ज्येष्ठ नेत्याच्या दुःखद निधनावहल तीव्र शोकभावना व्यक्त करून मी हे दोन शब्द संपवित आहे.

- वी.टी.देशमुख

The number of students per division/per practical batch etc., are being increased arbitrarily thereby ensuring the closure of divisions and subjects in aided institutions. In the process several departments in the aided colleges such as language in the Arts stream as also subjects in pure sciences such as chemistry, Physics, Mathematics, Biology, Zoology, Botany, etc., are having declining enrolments of students. **The students and parents who are fooled into new subjects and courses in the name of job opportunities and placements find that there are no employment opportunities.**

TEACHERS' STRUGGLE :

You might be aware that nearly 4 lakh teachers from different Universities and Colleges were forced to launch a nation-wide indefinite strike in August 1998 due to the totally unsympathetic attitude of the central government in implementing the recommendations of the University Grants Commission. After 26 days of strike, the Government had to sign an Agreement with the All India Federation of University & College Teachers' Organisations (AIFUCTO) and accede to the just demands of the teaching community. After the strike ended, the teachers fully compensated the days lost on account of the strike by engaging lectures and practicals during the Diwali vacation so that the students did not suffer in any manner.

The Central government issued orders and called upon the State Governments to implement the central orders. As per the directions, the central government will bear 80% of the total burden and the state Government's burden will be 20% only. Twelve states in the country have now fully implemented the central orders which include West Bengal, Kerala, Tripura, UP, Tamil Nadu, Karnataka, Gujarat, Rajasthan, Punjab, Haryana, Manipur and Goa. These States have given justice to the teaching community.

FAILURE TO IMPLEMENT IN MAHARASHTRA :

Since November 1998 when the central orders were issued, though eight months have elapsed, the College and University teachers have been left high and dry with no order from our government as yet. **In fact, except this section, all other sections viz, government & semi-Government employees, primary, secondary and junior college teachers are covered for revision of scales.** As a result of this, the teachers at highest level stand humiliated at the hands of Maharashtra government. Today if a class IV employee is to be appointed in the university or colleges, his basic pay would be Rs. 2,550 whereas a lecturer when appointed will be on the basic pay of Rs. 2,200 though he has to have a post-Graduate qualification including the condition of passing the National/State Eligibility Test. **Similarly senior professors and Heads of Departments with minimum qualifications of Ph.D., will be on a basic pay of Rs. 4,500 while the superintendents working under them will draw a basic pay of Rs. 6,000.**

FALSE PROMISES BY GOVERNMENT OF MAHARASHTRA :

The MFUCTO was promised by the Education Minister, Shri. Datta Rane and also the Chief Minister, Shri. Narayan Rane, that the government orders will be issued within a short time. In fact, the promise made by the Chief Minister, Shri. Narayan Rane on 22nd June 1999, that the government orders would come in two days time and that the orders would be favourable, has turned out to be a false promise, a promise without any intention of fulfilling it.

BETRAYAL OF JUNIOR COLLEGE TEACHERS :

You will be aware that the junior college teachers who were on strike were promised by the Shiv Sena supremo Shri. Bal Thackeray that their problems would be solved, and though they withdrew their strike on this assurance, the government has failed to discuss and settle with them. This is a betrayal of the junior college teachers who continue to suffer not only pay cut but also postponement of their annual increments.

DISSOLUTION OF THE LEGISLATIVE ASSEMBLY :

The Government has now taken the decision to dissolve

the state Legislative Assembly and hold simultaneous elections to the Lok Sabha and the State Assembly. This decision of the government without fulfilling the assurance given to the college and university teachers, **amounts to the government running away from its commitments in respect of not only education and the teaching community but also commitments made to other sections of the people.** Due to the political developments in Maharashtra, the Maharashtra Federation of University & College Teachers' Organisations (MFUCTO) decided not to proceed with its proposed strike but to convert the said movement into a new form of struggle viz., to hold public conventions all over the state and go to the people to bring to their notice the total failure of the Government of Maharashtra in the field of education and to the grave injustice done to the teachers. **The Government of Maharashtra has treated the teaching community with utmost disrespect and education as not of any importance to them.**

STATEMENT REGARDING THE FIXED SECURITIES OF THE ASSOCIATION AS ON 31ST MARCH, 1999. STATEMENT NO.10

A) LIFE MEMBERS

1.	No.Of Members as on the day of Constitution		
	amendment (9th May, 1976 i.e. to put membership fee in fixed deposits.)	214
2.	Total No. of Members as on the Date (9th Oct. 1988) of increasing the L.M.fees from Rs. 151 to 501)	2846
3.	No. of Members from 9th May 1976 to 9th Oct. 1988 (2-1) = (2846-214) =	...	2632
4.	Total No. of Members as on the date (30th April 1991) of increasing the LM fees (from Rs. 501 to 2001)...	...	3279
5.	No. of Members from 9th Oct. 1988 to 30th April 1991 (4-2)=(3279-2846)=	...	433
6.	Total No. of members as on 31st March, 1999.		3736
7.	No. of Members from 1st May, 1991 to 31st March, 99 ...		457

B) TEACHERS WHO MADE PART PAYMENT OF L.M.FEES

8.	No of Teachers who have paid 501/500	...	105
9.	A.No.of Teachers who have paid 1001/1000	...	39
	B.No.of Teachers who have paid 1501/1500	...	09

C) AMOUNT OF LM FEES RECEIVED. Rupees

10.	Amount Received from Members mentioned at Sr.No.1 above Rs.	...	00-00
11.	Amount Received from members at Sr.No.3 above (2632 x 151)	...	3,97,432-00
12.	Amount Received from members mentioned at Sr.No.5 above (433 x 501)	...	2,16,933-00
13.	Amount Received from members mentioned at Sr. No. 7 above.	...	9,14,457-00
14.	Amount Received from members mentioned at Sr. No.8 and 9 above	...	1,05,153-00
15.	Total amount of L.M.Fund received from all the members mentioned at Sr.No. 10+11+12 +13+14 above. and hence expected to have been invested in fixed Securities	...	16,33,975-00

D) TOTAL AMOUNT IN FIXED SECURTIES.

16.	Total amount invested in fixed securities (Details as per Appendix A)	...	15,23,360-00
17.	Total Balance in life membership Ac. (A/c.19893) Dr	...	1,16,462.61
18.	Total amount in fixed Securities and cash in the Bank (16+17)	...	16,39,822.61
19.	Amount of cheques under Realisation since they are deposited recently		
20.	Total of 18 and 19 above	...	16,39,822.61
21.	Surplus of 20 over 15	...	5,847.61

In fact, the recent attack on schools run by the Catholic community including beating up and threatening of heads of schools, though some of them were women, through people belonging to the ruling party in our state, speaks for the respect that the government has for education, heads of educational institutions and teachers. The manner in which persons from the literature world such as Shri. P.L. Deshpande, Shri. Vasant Bapat and others, artists from fine arts such as Ghulam Ali and eminent personalities from the film world such as Dilip Kumar, have been treated as also preventing the screening of certain films, etc., **are indicative of the intolerant, fascist approach in the field of art, literature and culture.**

CAST YOUR VOTES INTELLIGENTLY :

The teachers' Organisations at the central, state and university levels are democratic trade unions and have always stood with the other trade unions in all their democratic struggles, and the teachers have always had fraternal relationships with other democratic trade unions in the city, in our state and in the country. All of us know that there is crisis in several fields such as education, public health & hospitals, public transportation, communications, banking & insurance sector, public distribution system, and so on. **At the present juncture when the political parties and candidates contesting elections will be approaching us, it is necessary for us to bring to their notice the above facts and ask them to clearly state what their stand is on these issues.**

We appeal to you to vote only for candidates and parties that have respect for Education, Art, Fine Arts, Literature, Culture and Law and order and who will show tolerance to views held by others different from their own irrespective of their caste, creed, language, religion or region. Let us commit ourselves to this task and cast our votes intelligently to defeat the political parties or combinations that have worked against our interest and that of the common-man. We request our fraternal trade unions to help us to reach this message to their members.

Prof. C.R. Sadasivan
President , MFUCTO

31st July 1999

APPENDIX 'A'

Statement regarding the Fixed Securities of the Association as on 31st March, 1999 (See Item at Serial No.16 in the statement).

UNITS OF UNIT TRUST OF INDIA-MISG SCHEMES

Sr. No.	Unit Certificate No.	No.of Units	Face Value of Each Unit	Amount of Investment	Date of Investment	Period of Investment	Rate of Dividend
1.	100951600044327	10400	10	1,04,000	30.05.95	7 Years	13%
2.	1121660022511	11900	10	1,19,000	29.03.96	5 Years	14.5%
3.	1121690033190	4400	10	44,000	05.08.96	5 Years	15%
4.	112971720068574	7000	10	70,000	27.11.96	5 Years	15%
5.	112971720052898	1700	10	17,000	01.12.96	5 Years	15%
6.	1121760007408	9936	10	99,360	01.05.97	5 Years	14%
7.	1121760104356	7500	10	75,000	05.06.97	5 Years	14%
8.	1121830054366	20000	10	2,00,000	07.03.98	5 Years	12.5%
9.	1121870067257	15500	10	1,55,000	12.05.98	5 Years	12.5%
10.	1121890082085	25000	10	2,50,000	18.08.98	5 Years	12%
11.	1121900031912	39000	10	3,90,000	15.10.98	5 Years	12%
Total				15,23,360			

Date : 07.08.1999

S. A.TIWARI
Treasurer,

Note : Statement No.9 was printed on page 46 of 1999 NUTA Bulletin.

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