

INDEFINITE STRIKE FROM 20.1.1998

ALL INDIA FEDERATION OF UNIVERSITY AND COLLEGE TEACHERS' ORGANISATIONS

RESOLUTION ON MOVEMENT

Adopted at 19th Statutory Conference

Held at Barauni, Bihar on 26-28 October, 1997

The 19th Statutory Conference of the All India University and College Teachers; Organisations, taking note of the Annual Report submitted by the General Secretary and the steps taken by the Secretariat and the National Executive Committee regarding the positive and the negative features of the report of the Rastogi (Pay review) Committee, is firmly of the opinion that, in spite of successful demonstrations all over the country on 5th August and 22nd, September, the **Govt. of India and the UGC are yet to overcome their procrastination and dilatory tactics regarding the introduction of new pay-scales for university and college teachers.** While the UGC has been forced to make the Rastogi report public and to listen to our proposals for modifications (as embodied in AIFUCTO's letters to the UGC dated 18.8.97 and 19.9.97), we are yet to be informed how much of these changes have been accepted by the UGC and recommended to the HRD Ministry of the Govt. of India.

This conference is specially disturbed by the fact that the **Govt. of India and the UGC are totally silent about the proportion of the financial responsibility that they will bear in order to implement the scales,** thus raising grave doubts about uniform benefits for teachers throughout the country from 1.1.1996.

The conference also notes (i) the growing political uncertainty both at the centre and in number of states (ii) successful outcome of a threatened all India strike by the central govt. employees (iii) the ongoing movement of the working people in different parts of the country including more than a month long strike by the secretariat employees in Bihar and (iv) growingly vicious attack by the state against the existing rights and benefits of democratic teachers movement as in Orissa and Madhya Pradesh.

The conference therefore **resolves to serve a firm notice on the Govt. of India through one day ceasework in all colleges and Universities all over India on 9th December 97** and simultaneously organise appropriate demonstrative protest actions in state capitals and university centres demanding modification of Rastogi Commit-

tee Report in line with the

(1) Submissions made by AIFUCTO and its immediate publication by the UGC and/or the Govt. of India.

(2) Meaningful negotiation between AIFUCTO and the Union Education Department for finalising the scheme of pay-revision.

(3) Uniform implementation of the revised UGC pay scales from the same date in all states.

(4) adequate financial support by the Central Govt. to the states for implementation of the new Pay-scales.

The conference directs all its states and university level organizations **to hold meetings and conventions in November and December 1997 to organise our own members, raise struggle fund and to inform the people at large** about our demands and proposed course of action.

The conference **resolves to go for an indefinite strike beginning from 20.1.98** in case even by that time the aforesaid just demands of AIFUCTO are not met by the Central Govt.

The conference hopes that the government of India will shed its indifference and policy of procrastination and act expeditiously even at this stage and AIFUCTO will only be too glad to respond in full measure to reach an amicable solution avoiding an otherwise inevitable stalemate in universities and colleges causing unfortunate academic loss to our innocent students.

The conference appeals to all public men, political parties, parliamentarians, academics and administration to exercise their benign influence to help avoid this impending confrontation between the university and college teachers on the one hand and the Central Govt. on the other, at this crucial hour.

The conference authorises the secretariat and the NEC to take further necessary steps for the success of aforesaid programme of movement.

- **Mrinmoy Bhattacharyya**
General Secretary, (AIFUCTO)

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ONE DAY CEASEWORK ON 9 th DECEMBER 97

NAGPUR UNIVERSITY TEACHERS' ASSOCIATION

जिल्हा संपर्क सभांचे आयोजन

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(१) अखिल भारतीय प्राध्यापक महासंघाने (AIFUCTO) आपल्या मागण्यासाठी “९ डिसेंबर १९९७ रोजी कामबंद व २० जानेवारी १९९८ पासून बेमुदत संप” आंदोलनाचा जो राष्ट्रव्यापी कार्यक्रम घोषित केलेला आहे त्याच्या तपशिलांची माहिती देण्यासाठी नुटाच्या वतीने जिल्हा संपर्क सभांचे आयोजन करण्यात आलेले आहे. कोणत्या जिल्ह्याची सभा कोणत्या शहरी, कोणत्या दिवशी, ठिकाणी व वेळी होईल हे खालील तक्त्यामध्ये नमुद केलेले आहे.

(२) या संपर्क सभांमध्ये मुख्यत्वेकरून पुढील कामकाज होईल.

१. आयफक्टोच्या आंदोलन कार्यक्रमाची तपशिलवार माहिती सभेमध्ये दिली जाईल.

२. त्या जिल्ह्यातील प्रत्येक महाविद्यालयाच्या स्थानिक युनिटचे अध्यक्ष व सचिव यांच्या आंदोलन काळातील यंत्रणा बांधणीमधील सहभाग निश्चित केला जाईल.

(३) या सभेला नुटाचे अध्यक्ष प्रा.बी.टी.देशमुख व संघटनेचे अन्य पदाधिकारी उपस्थित रहातील. त्या त्या जिल्ह्यातील सर्व प्राध्यापकांनी या जिल्हा संपर्क सभांना उपस्थित रहावे अशी त्यांना विनंती आहे.

आपला विनित्त
प्रा.एकनाथ कठाळे
सचिव 'नुटा'

सभेचा दिवस व तारीख :-

सभेची वेळ :-

सभेचे स्थळ :-

TABLE

Giving Details of the Programme of District Contact Meetings of university and college Teachers.

Sr.No.	Dist.	Place	Day	Date	Time
1	2	3.	4.	5.	6.
1.	Nagpur	G.S.College of Commerce & Economics Nagpur	sunday,	23.11.97	12.00 Noon
2.	Bhandara	J.M.Patel College Bhandara	sunday	23.11.97	5.00 P.M.
3.	Chandrapur	Sardar Patel College Chandrapur	Saturday	29.11.97	5.00 P.M.
4.	Wardha	Yashwant Mahavidyalaya, Wardha	Sunday	30.11.97	10.00 A.M.
5.	Yavatmal	L.B.Aney Mahila Mahavidyalaya, Yavatmal	Sunday	30.11.97	4.00 P.M.
6.	Amravati	Bharatiya Mahavidyalaya, Amravati	Saturday	6.12.97	4.00 P.M.
7.	Akola	R.L.T.College Akola	Sunday	7.12.97	10.00 A.M.
9.	Buldhana	Janata Kala Vanijya Mahavidyalaya, Malkapur	Sunday	7.12.97	4.00 P.M.

ALL INDIA FEDERATION OF UNIVERSITY AND COLLEGE TEACHERS' ORGANISATIONS

GENERAL SECRETARY'S REPORT FOR THE YEAR 1996-97

Adopted by

19TH STATUTORY CONFERENCE

Held at Barauni, Bihar on 26-28 October, 1997

The period since our last annual conference held at Hubli on 26-28 October 96 has been truly eventful in the life of our federation. This is only to be expected in view of the imminence of pay-revision of university and college teachers. Our central focus has been on securing a satisfactory deal from the UGC Committee on pay revision of university and college teachers. As we recount our organisational activities spread throughout the year, we can feel reasonably satisfied that we have been able to do what was required of us in this respect.

We also undertook some new initiatives. Firstly we undertook an on the spot study of the working of the autonomous college scheme at the instance of the UGC, so that we could evaluate the merits and demerits of the system. Secondly, we initiated an ambitious scheme to prepare a comprehensive study of all matters related to service conditions of college and university teachers. Thirdly, we started collecting data regarding part-time teachers in colleges and universities.

Fourthly, we initiated a process of united movement of teachers and education workers at all levels on common issues. Lastly, we undertook some international action, particularly in the context of the Draft Charter on service conditions Teachers in the field of Higher Education prepared by the UGC. We have not been able

to complete any of these initiatives, although we made good beginnings and some subsequent progress in each. Obviously, the reason is that we have been preoccupied with our negotiation as well as movement on the issue of pay-revision. We shall deal with all the aforesaid issues in greater detail. However in keeping with our tradition, we shall have a bird's-eye view of the major international and national development during the year to set the perspective.

INTERNATIONAL SCENE

As we take a global overview the last year seems to be an ordinary year without any major dramatic development. In the unipolar world the USA continues to push for establishing Americana. While pushing the UN to the brink of bankruptcy by refusing to pay its obligatory dues to the world body. It nevertheless General could only be a person who would kowtow its wishes. In the World Trade Organisation along with its allies in OECD it would sue against India and Brazil demanding abolition of existing quota restriction maintained by these developing nations. But it would still threaten any country with its unilateral trade sanctions through PL 300 and Special 301 in utter disregard of the provisions of the WTO.

In Europe the moderates in the political spectrum—the Labour in the UK and the socialists in France have come to power. The advance towards European economic integration and introduction of European currency unit has continued. The eastern Europe and Russia are gradually recuperating from the earlier political and economic dislocation.

In North Africa, Turkey and in Afganistan islamic fundamentalism continues to create problems for normal social problems. Wanton killings of innocent people including children and women as well as foreign tourists in Algeria, Egypt and Turkey are making news in media. In Afganistan the Taliban forces aided by Pakistani Army and intelligence have captured three fourth of the country including the capital Kabul. Their effort to establish strict shariat conventions debarring women from both work-places and educational institutions and similar archaic directives have been widely condemned by the international community. Events in Afganistan have a direct impact on our own country. Taliban and Afgan trained militants are infiltrating Jammu and Kashmir with the help of the ISI of Pakistan. Our normal trade relations with Afganistan and the adjacent Asian Republic have become very difficult to maintain.

The peace process in Israel and Palestine have received severe set back following the Zionist forces coming to power in Israel and also among the Palestinians.

However political changes in our neighbourhood both in Pakistan and Bangladesh have left positive influence in our subcontinent. Recent SAARC Conference in male and the meeting among heads of governments have paid ways for resumption of bilateral negotiations with our neighbouring countries. In spite of recurrent provocations, verbal fulmination and border skirmishes the fact that India and pakistan are playing cricket against

NAGPUR UNIVERSITY TEACHERS' ASSOCIATION

जिल्हा संपर्क सभांचे आयोजन

जिल्हा युनिट व कॉलेज युनिटच्या पदाधिकाऱ्यांना विनंती

१. प्रत्येक महाविद्यालयाच्या नुटा युनिटच्या अध्यक्ष व सचिवांनी याच अंकात छापलेल्या "जिल्हा संपर्क सभांचे आयोजन - सभेची सूचना" या नोटीसवर "सभेचा दिवस, तारीख, वेळ व स्थळ" नमुद करावे व त्या नोटीसच्या पुरेशा प्रति काढून सर्व शिक्षकांना या सभेला उपस्थित रहाण्याविषयी स्वतंत्रपणे विनंती करावी. अशा युनिटच्या अध्यक्ष व सचिवांनी या सभेला न चुकता उपस्थित रहावे.

२. नुटाच्या जिल्हा कार्यकारी मंडळाच्या तातडीच्या बैठकी बोलाविण्यात याव्यात व उपरोक्त सभा यशस्वी करण्याची उपाययोजना अमलात आणण्याविषयीची कारवाई पूर्ण करावी. उपरोक्त सभेच्या पुर्वी जिल्हा पदाधिकाऱ्यांनी जिल्ह्यातील महत्वाच्या ठिकाणी दौरा करून उपरोक्त सभेबाबत माहिती द्यावी. अशी जिल्हा कार्यकारी मंडळाला विनंती करण्यात येत आहे.

दिनांक : १५.११.१९९७

आपला विनित
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each other in their own country and that talks are being held at the level of foreign secretaries, mark cooling down of political temperature.

Similarly Ganga water sharing agreement with Bangladesh with the new Awami League Govt. in power has improved our bilateral relations with this country significantly. This is likely to have perceptible positive influence in the security atmosphere in our north eastern states. The proposed Bus Service between Calcutta and Dacca and the pending proposal for communication between W. Bengal and north eastern states through Bangladesh are likely to contribute major benefits to both the countries.

Generally speaking easing of political tension and removal of travel restrictions are always welcome by educators and researchers as well as trade unionists.

NATIONAL SCENE

We have now a new Prime-Minister without any change in the political combination of the central government. There has been no change in the union ministry of HRD. But the political uncertainty created by this change both during the period of change over and thereafter has weakened the trust of international community as well as that of the investing public. Our country is making different experiments in political combination latest being in U.P. where two political parties agree to have their respective nominees as Chief Minister for alternate six months period. At the same time new revelations of scams by both politicians and entrepreneurs are making news. A Chief Minister has to resign following charges by the CBI and Ex-Prime Minister is facing charges of bribery. Central Cabinet ministers have has to undergo prison terms. All these can only under-

mine popular trust in the political system. The fact that a retired judge of the supreme Court is investigating the charges of huge bribes offered to the players of our national cricket team and arrest of brokers and bookies involved in far of places indicate the wide reach of corruption in our national life.

Law and order situation in different parts of the countries continues to be grim. What used to be true in J & K or Punjab and the North East is now true even in Bombay, the financial capital of our country. Murder of important businessmen, trade-unionists and film personalities in open public places highlights precarious condition of law and order situation of our country. Close connection between the underworld dons with the politicians on the one hand and the businessmen on the other makes it doubly difficult to book the culprits.

The central government pursues almost the same economic policy as that of the preceding Congress Government Promotion of multinational entry into different areas of the economy, divestment of stocks of the public sector enterprises and gradual withdrawal of subsidy as well as reduction of employment by the state characterise the present economic policy. However the central government also has taken a number of positive steps. Identification of the people below the poverty line and supply of food grains at half on the issue price, decision to bring primary education in the justiciable section of our constitution and tax relief provided by to the salaried middle class are some of the positive steps taken by the central government.

Submission of the Report of the 5th Central Pay Commission while putting an end to an atmosphere of uncertainty created a lot of problems. The report interalia had a pronounced bias against the employees at the lowest levels. Consequently the gap between the lowest and the highest would increase, has the report been implemented without modification. The joint consultative machinery and other central trade unions of the Central Govt. Employees issued a strike notice to the Govt. of India threatening indefinite strike from 24.9.97. Following intensive negotiations an agreement could be reached between the Govt. On the one hand and employees on the other averting the strike. The NEC of AIFUCTO in its meeting held at Muzaffarnagar on 31.8.97 passed resolutions supporting the Central Govt. employees and requesting the government to concede their demands.

A major event during this period has been women's Reservation bill seeking earmarking of 33% seats in assemblies and parliament for women. Debate on this bill both inside and outside of parliament has brought out sharply male chauvinism of different political leaders. Fact that the U.F. Govt. has not been able to pass it in spite of the Prime Minister's commitment to do so indicates weakness and lack of unity in our national political leadership.

EDUCATIONAL SCENE

We have already mentioned the decision by the Govt. of India to make primary education free and compulsory bringing it in the section of fundamental right of our constitution.

In April 97 the Finance Ministry published a discussion paper on economics of subsidy. The paper lists the heads against which the government is providing subsidies both directly and indirectly. These heads are divided into two sectors-social sector and economic sector. The social sector which include education, health, culture etc. is again divided into two categories merit sector and non merit sector. This paper puts entire education other than elementary education in the non merit sector. Thus secondary, tertiary including higher, technical and management education are put in the non-merit list. The indication is clear. The government of India wants to reduce subsidy so far extended to education.

HIGHER EDUCATION AT A GLANCE 1995-96

Number of Universities (State & Central) :	166
Institutions Deemed as Universities :	41
Estimated Colleges :	9278
Estimated Women Colleges :	1146
Colleges recognised under Sec. 2 (f) of UGC Act :	4730
Number of students Enrolled (Total) :	64,26,000
Number of Women Students :	21,91,138
Number of Teachers in Universities and Colleges :	2,97,192

Professors in Universities ...	9,099
Readers in Universities ...	18,624
Lecturers in Universities ...	40,518
Senior Teachers (Professors, Readers, Principals) in colleges	33,289
Lecturers in Colleges ...	1,95,662

Total : **2,97,192**

CRORES

Plan and non Plan Expenditure on Higher Edn. by all States & UTs :	Rs. 3039.65
Plan and non plan Expenditure on Higher Edn. by Central Govt. :	Rs. 608.96
UGC plan grants to 109 State Universities :	Rs. 76.00
UGC plan grants to 4730 colleges in all states	Rs. 42.96
UGC plan grants to 55 colleges in Delhi University :	Rs. 2.79
UGC (Non Plan) maintenance grants to 10 Central Universities :	Rs. 287.42
UGC (Non Plan) maintenance grants to 55 Colleges in Delhi University :	Rs. 96.03

The national executive "Committee of AIFUCTO in its meeting held on 6.7.97 at M.L.N.College, Yamunanagar, Haryana, passed resolution expressing great concern against this categorisation and demanded that the Govt. of India change its stance on this crucial issue. The same demands have been voiced by hundreds of our units all over the country on 5.8.97 when we observed national demand day and conveyed the same to the prime Minister of India.

The much discussed Private University Bill while not yet passed in parliament has not been withdrawn either by the government and continues to pose a potential threat to our public education system.

Inefficiency and weakness of our education system mentioned in our earlier annual reports continue unchanged.

ORGANISATIONAL ACTIVITIES

Expectedly, this has been a busy and active period for us. During this period we held three meetings of the NEC at Rajkot on 24.1.97 at Yamunanagar on 6.7.97 and at Muzaffarnagar on 31.8.97 and two meetings of the secretariat both in Delhi on 15th Jan 97 and 13th and 14th of August 97. We also organised a massive demonstration before parliament on 18.3.97.

On 15th January 97 we held our last and final meeting with Rastogi Committee. We submitted two memoranda to the committee earlier. Based on comments and suggestions received from our units and individual members. We prepared a supplementary memorandum covering points which were missed in our earlier representations. A copy of this memorandum is given in the **Appendix "A"** to this report.

After our meeting with Rastogi Committee the secretariat of AIFUCTO met to make an evaluation of our meeting with Rastogi Committee. The secretariat felt that while there was positive response on many points

रिफ्रेशर कोर्सेस व नेटसेटबाबत महाराष्ट्र शासनाच्या चुकीच्या धोरणाविरुद्ध पत्र आंदोलन सूचना

“रिफ्रेशर कोर्सेसबाबत” व “नेटसेटबाबत महाराष्ट्र शासनाच्या चुकीच्या धोरणाविरुद्ध” पत्र आंदोलनाचा निर्णय महाराष्ट्र प्राध्यापक महासंघाने घेतला असून त्याबाबतच्या सूचना पुढील प्रमाणे :-

१. संबंधित प्रत्येक शिक्षकाने मा. सचिव, उच्च शिक्षण, यांना रजिस्टर्ड पोस्टाने पत्र पाठवावयाचे आहे. पत्राचे नमुने सोबत दिले आहेत.

२. नमुन्याप्रमाणे पुरेशा प्रति प्रत्येक महाविद्यालयाच्या युनिटने मुद्रित किंवा चक्रमुद्रित करून घ्याव्यात.

३. प्रत्येक शिक्षकाचे पत्र तीन प्रतिमध्ये असावे. मुळ प्रत रजिस्टर्ड पोस्टाने पाठविल्यावर त्याची दुसरी प्रत, “प्रा. एकनाथ कठाळे सचिव 'नुटा' एन-१६२, रेशिमबाग, नागपूर. - ४४० ००९.” यांना पाठवावी. तिसरी प्रत स्थळप्रत म्हणून स्वतःच्या किंवा स्थानिक संघटनेच्या दफ्तरी ठेवावी.

४. हे काम २९ नोव्हेंबर १९९७ ते ४ डिसेंबर १९९७ या कालखंडात पूर्ण करण्यांत यावे.

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from the committee, there was serious difference in perception on a number of points. It was therefore necessary to demonstrate our organisational strength in Delhi within March 97 during the budget session of parliament. Anticipating that the NEC would endorse the unanimous recommendation of the secretariat we went ahead with printing of posters.

The secretariat also decided to move in the forthcoming meeting of the NEC certain organisational decisions e.g. publication of teachers movement and enhancement of annual subscription.

All these recommendations of the secretariat were later on accepted by the NEC in its meeting at Rajkot on 24.1.97. The decision of the NEC regarding enhancement of subscription etc. is being given in the form of constitution amendment and is being put in the **Appendix "F"**

The meeting of the NEC at Rajkot generally agreed with the evaluation of the secretariat on payscale and allied issues. It passed a number of solidarity resolutions.

AIFUCTO organised a two day national seminar on Service conditions of university and college teachers at Saurashtra university Rajkot on 24-25 January 97. Dr. G.D. Sharma, Secretary UGC was present through out. The Seminar received a number of excellent papers. However since the coverage of the seminar was wide it was not possible to draw definitive conclusions. The issues were left to be taken up by the federation through appropriate organisational mechanism later on.

MARCH BEFORE PARLIAMENT

The march to parliament on 18.3.97 was truly massive and received excellent response from our members. The procession beginning from the UGC Building had a long way to cover to finally reach Jantar Mantar ground where we held a meeting. Some M.P.S who raised our issues in parliament mainly immediate submission of Rastogi Committee report came and addressed the meeting. Unfortunately, We could not have any meeting with the Union Minister of H.R.D. Besides the press in Delhi practically ignored our programme. However we had a meeting with Sri Chaturanan Mishra, Union Minister of Agriculture. Our demonstration had its effect on the central government which took due notice of our demonstration exhibiting our organisational coverage and mobilising capacity.

Between 18th March and our NEC meeting at Yamunanagar our main concern was to monitor the activities of Rastogi Committee. So that we could have a copy of the report as early as possible. There were anxious queries from different parts of the country. We could informally see the content. The meeting of the NEC to be held at Yamunanagar had to be once postponed in view of non completion of the work of Rastogi Committee since this postponement was decided at the last there were some gaps in communication and some NEC members were put to trouble who went right upto Yamunanagar.

At the meeting of the NEC at Yamunanagar on 6.7.97 also the report of Rastogi Committee was not available officially. However we had a zerox copy of the report with a few missing lines and a page or two. The copy was found later on to be authentic. Some of us however had seen and read the report earlier. Some representatives of Delhi University Teachers' Assn attended the meeting as observers.

While adopting a resolution on movement the meeting noted a document published by the Union Ministry of Finance which inter alia put entire education other than primary education in the non-merit list. This has already been dealt within an earlier section of this report.

The meeting decided to observe 5th August 97 as

the all India Demand Day. The next of this resolution is being given in the Appendix B.

Even before we met at Yamunanagar we pointed out to the UGC some of the serious lacunae in the report e.g. no recommendation for Demonstrators/Tutors, discriminatory treatment to Librarians and DPE's.

The main thrust of the 5th August programme was publication of Rastogi Committee Report and inviting AIFUCTO for discussion.

Observance of All India Demand Day was excellent. Hundreds of letters and telegrams were sent from all over the country.

The report of the committee after being considered by the UGC on 9-10 July was finally released and in a formal letter dated 16.7.97 the Secretary of the UGC sent us 50 copies of the report and invited us for a meeting with the UGC on 14.8.97.

The secretariat of AIFUCTO met on 13.8.97 considered the report and prepared its critique which was then placed before the commission.

The meeting of AIFUCTO secretariat with the UGC on 14.8.97 was long and proved very important. It lasted for six hours and both sides were present in full strength. The points presented by the secretariat were placed through a long communication. This is being included in the Appendix marked C.

The NEC held its meeting at Muzaffarnagar on 31.8.97. The NEC endorsed the representation of the secretariat and prepared a list of supplementary points. These points have been submitted to the UGC in a subsequent communication. This is included in Appendix marked D.

When the report is being prepared, we are awaiting the amended version of the report which is to be finally submitted by the UGC to the Union Minister of H.R.D.

AUTONOMOUS COLLEGES

During this period, at the request of the UGC representatives of AIFUCTO visited several autonomous colleges in the state of Tamilnadu. A report of this visit is being included in Appendix and marked E. For want of time it has not been possible for us to consider the matter in any meeting of the NEC. It has to be taken up some time in near future.

OTHER ACTIVITIES

1. While we maintained usual fraternal relations with National Organisations of secondary and primary teachers and college and university employees, it has not been possible to take any new initiative during this period.

2. At the request of Rastogi Committee we undertook a survey of part-time teachers of colleges and universities serving in different states. The response from our units has been partial. While some states undertook census-like data-collection in institutions, others did not respond at all. Based on whatever data we could enable us at least to get the problem of part-time teachers recognised by Rastogi Committee and later on by the UGC.

TEACHERS' MOVEMENT

We have continued publication of T.M. regularly during this period. Publication of it has been shifted as per decision of the NEC from Calcutta to Hyderabad. Response from our unit in terms of subscription, sending news and articles and/or advertisement continues to be lukewarm.

PUBLICATION OF RASTOGI COMMITTEE REPORT

We have published the report alongwith the cri-

tique prepared by the secretariat and it is available for sale at const-price among our members.

FINANCE

The condition of our finance as will be clear from the audited statement of accounts continues to be precarious. It is hoped that if the proposed amendments of our constitution are adopted, the situation may improve to some extent. Many of our units do not pay annual subscriptions in time. Only few organisations respond to our call for contribution towards struggle Fund. Had these calls been responded to uniformly, we would have no financial problems whatsoever.

TASKS AHEAD

Placed as we are today, naturally the most urgent task is to get a satisfactory G.O. from the Union Ministry of H.R.D. as early as possible and get it uniformly implemented all over the country. We cannot be sure about the action of the Union Ministry of HRD. In fact our past experience has been very bitter. We may have to conduct different forms of movement including strike for (1) early release of the G.O. (2) for modification of the content of the G.O. Time-table and forms of such movement cannot be suggested readily now and requires organisational deliberation and decision. Anyway such tasks should better be left in the hands of the new leadership to be elected at this statutory conference.

Certain other tasks e.g. (1) Finalisation of a comprehensive document on service condition of college and University teachers.

(2) Problems of Autonomous Colleges and (3) United movement of teachers and educational workers have been referred to in the earlier part of the report.

I thank members of the Secretariat and our National Executive Committee whose all-forgiving indulgence and cooperation enabled me to discharge my responsibilities as best as could in course of last year.

With regards.

Yours fraternally,

(Mrinmoy Bhattacharyya)

General Secretary, (AIFUCTO)

APPENDICES TO THE REPORT

APPENDIX A :- Third Memorandum of AIFUCTO Submitted to Dr. R.P. Rastogi, Chairman, UGC Pay Review Committee. Dated 15.1.97(Printed on page 207 of 1997 NUTA Bulletin)

APPENDIX B :- AIFUCTO RESOLUTION, adopted by The National Executive Committee in its meeting held at MNL College, Yamunanagar, Haryana on 6.7.97.(Printed on page 162 of 1997 NUTA Bulletin)

APPENDIX C :- Document titled as "Critique of the Report of the U.G.C. Committee on pay-revision of College and University teachers." addressed by Prof. Mrinmoy Bhattacharyya General Secretary, AIFUCTO to Dr. (Miss.) Armaity Desai Chairperson, UGC (Ref/No.0-188 : Date 18.8.97) (Printed on page 196 of 1997 NUTA Bulletin)

APPENDIX D :- NOTE Containing suggestions to improve/amend Rastogi Committee report suggested by AIFUCTO executive Committee in its meeting held at Muzaffarnagar UP on 31.8.97 supplementing the suggestions made by the secretariat of AIFUCTO to the UGC (Not Printed)

APPENDIX E :- NOTE on visit of AIFUCTO team to some Autonomous college (Not Printed)

APPENDIX F :- Amendment of the constitution on the recommendation of the National executive Committee (Not Printed)

APPENDIX A

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

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

Ref No. 0419 Fax 033-5571293 Date 15.1.97

Dr. R.P. Rastogi,
Chairman, UGC Pay Review Committee.
Sub : Third Memorandum of AIFUCTO
Dear Sir,

We have submitted two memoranda to the committee on 18 Jan. 1995 and on 5.6.95. Since then we wrote to you on number of occasions raising one or the other issues but neither we had an occasion to meet the committee as a whole nor we submit any memorandum elaborating many points and issues which we seek to do now.

We would like to point out that at the call of our federation college and University teachers all over India observed 10th December as protest day and staged in all the state capitals and many university centres demanding 1) Immediate submission of the reports of the fifth central pay commission and UGC pay review Committee and (2) payment of all the three instalments of Interim Relief to teachers serving in state universities and colleges. Since the Central and the UGC do not extend any financial support for payment of Interim Relief there is wide disparity among states in this regard resulting into grave disparity in over all emoluments. We feel aggrieved to note that this time the UGC has not even issued letter requesting the state Govt. and the state universities to pay the third instalment IR at par with the Central universities.

We would like to mention the following points, some of which are elaboration of or reiteration of earlier submission all of which we stand by.

1) Date of implementation of the revised scales

Since the first instalment of IR has been paid from 15.9.93, It is logical that the new scales should be implemented from that date.

2) Part-time teachers :

In view of the fact that part time teachers have become a permanent feature of our colleges and universities the committee should recommend scales of pay, allowances and increment etc. commensurate with their work load vis a vis that of full time teachers.

No.CIM/3 : : Dated 15th November 1997

CORRECTION
in the copy of the Minutes
of the General Body Meeting of NUTA

copy of the Minutes of the General Body Meeting of NAGPUR UNIVERSITY TEACHERS' ASSOCIATION held at 12.00 Noon on SUNDAY, the 19th October, 1997 at J.M.Patel College, Bhandara. is circulated in this NUTA Bulletin. If you propose to suggest any Correction to the Minutes, it may be pointed out to the Secretary (Prof.E.H.Kathale, Secretary, NUTA, N-162 Reshim Bagh, Nagpur-440 009.) by letter within 10 days from the date of posting of this Bulletin.

It will not be possible for the Corrections received after the due date to be included in the List of Corrections for consideration.

Please send one copy of your amendment to Prof. B.T.Deshmukh, President NUTA, 3 Subodh Colony, Near Vidarbha Mahavidyalaya, Amravati-444 604.

- E.H.Kathale, Secretary, NUTA

3) Tenure and terms of service of Teachers serving on contract and on piece-rate basis :

In many colleges and universities teachers including superannuated teachers are being employed on piece rate basis or on special contractual terms. Such terms are almost invariably unfavourable to the incumbents who because of their vulnerable position are compelled to accept them. While AIFUCTO does not favour such appointments, the committee should root out such practices. At least the committee should recommend some minimum acceptable norms governing service of such teachers.

4) Teachers serving in the vocational stream :

In 1994 UGC introduced vocational stream in colleges and all the teachers for such courses have been serving on a piece rate basis. None of them earns a penny during vacations. The tenure of their service is extra-temporary. Most of these teachers are young and highly qualified and they also gain expertise and confidence while teaching these courses. Unless their tenure and terms of service are improved and made more attractive the colleges will lose the best teachers and those who remain will also be always on the look out for better opportunity. Thus both for the sake of these teachers and also for the success of the course, the committee should recommend improvement of their conditions of service including tenure.

5) Grievance Redressal Machinery

Following submission of the 123rd Report of law commission of India in 1988, the UGC at the instance of the Union Ministry of HRD worked out details of a 3 tier educational tribunal. AIFUCTO also worked along with the UGC in this exercise unfortunately nothing has happened since then and the condition of grievance redressal remains as dismal and difficult as it was then. The committee should recommend revival of the scheme.

6) Designation of Teachers

In view of the existing practice of designating teachers in some institutions of higher education as Asstt. Professor, Associate Professor and Professor, It will be desirable if the committee follows this practice doing away with the practice of designating bulk of teachers as lecturers with different prefixes.

7) Academic librarians status :

The main grievance of librarians serving colleges and universities is that they are not treated as teachers. unfortunately this problem has been eluding a happy solution for decades. AIFUCTO has been demanding that they should be treated as teachers with different type of work load and appropriate working conditions. We want the committee to solve this problem finally

8) Assessment of teachers performance and code of professional ethics

Both the documents prepared jointly by the UGC and AIFUCTO should be highlighted. A permanent monitoring mechanism for implementation of these schemes may also be created.

Finally since this may be our last meeting with the committee we would like to know the broad nature of the thinking of the committee on points submitted by AIFUCTO before the committee, so that teachers may be prepared for the shape of things to come in near future.

With regards.

Yours sincerely,
Sd/- **Mrinmoy Bhattacharyya**
General Secretary

MINUTES

of the General Body Meeting of
NAGPUR UNIVERSITY TEACHERS' ASSOCIATION

held at 12.00 noon on
SUNDAY, the 19th October, 1997 at
J.M.PATEL COLLEGE,

BHANDARA

The General Body of NUTA met in the hall of J.M.Patel College, Bhandara at 12.00 noon on Sunday, the 19th October, 1997. Prof.B.T.Deshmukh, President was in the chair. The membership numbers of the members present at the meeting are as follows :-

0001, 0044, 0048, 0060, 0064, 0072, 0089, 0090, 0129, 0137, 0167, 0179, 0215, 0496, 0525, 0607, 0752, 0753, 0754, 0807, 0840, 0845, 0852, 0854, 0873, 0915, 0936, 0950, 0957, 0959, 0972, 0994, 1014, 1015, 1019, 1076, 1109, 1113, 1135, 1163, 1165, 1177, 1185, 1267, 1310, 1323, 1324, 1351, 1358, 1483, 1500, 1561, 1618, 1646, 1747, 1884, 1912, 1641, 1958, 1959, 1960, 1961, 1962, 1963, 1979, 2038, 2312, 2354, 2361, 2363, 2550, 2553, 2564, 2729, 2730, 2818, 2870, 2900, 2909, 2913, 2940, 2993, 2999, 3012, 3017, 3018, 3135, 3231, 3271, 3498,

POSTPONED ITEM

विषय क्रमांक २१७

वाहन सुविधेचा प्रस्ताव :

कार्यकारी मंडळाच्या वतीने सचिव प्रा.एकनाथ कठाळे यांनी मांडलेला पुढील प्रस्ताव एकमताने **सम्मत करण्यात आला.** :-

“सातत्याने गेले पाव शतक ज्या चिकाटीने, जिद्दीने, निरलसपणे, निस्पृहपणे, धडाडीने व मनःपूर्वक नुटाच्या व महाराष्ट्र प्राध्यापक संघाच्या पातळीवर प्रा.बी.टी.देशमुख यांनी प्राध्यापक चळवळीचे नेतृत्व केले त्याबद्दल या सभागृहाला अतिव अभिमान वाटतो. संघटनेच्या या माध्यमातून प्राप्त झालेल्या विधानपरिषद सदस्यत्वाचा बुद्धिमत्तापूर्ण रितीने वापर करून विदर्भाच्या अनुशेष निर्मूलनाच्या कामासाठी त्यांचा जो उपयोग त्यांनी करून घेतला तो अत्यंत स्पृहणीय असून त्यांच्या विधानपरिषदेतील कार्याला “उत्कृष्ट संसदपटू” हा पुरस्कार प्राप्त झाल्याने त्यांच्या या गौरवाबरोबरच ते ज्या संघटनेचे नेतृत्व करतात त्या संघटनेचाहि गौरव झाला आहे, अशी या सभागृहाची भावना आहे. प्रा.बी.टी.देशमुख यांच्या या गौरव प्रसंगाच्या निमित्ताने त्यांना आणखी प्रभावीपणे कार्य करता यावे म्हणून एक डिझेल वाहन भेट देण्याच्या कार्यकारी मंडळाच्या प्रस्तावास हे सभागृह सहर्ष मान्यता देत आहे. संघटनेच्या सदस्यांनी व बीटीच्या चाहत्यांनी या प्रसंगानिमित्त उभारलेल्या स्वेच्छाधिन सहभागातून ही भेट दिली जात आहे. याचा या सभागृहाला विशेष अभिमान वाटतो.”

FRESH ITEMS

ITEM NO. 219 :

CONFIRMATION OF MINUTES :

CONFIRMED the minutes of the General Body meeting of Nagpur University Teachers' Association held at 9.00 A.M. on Sunday, the 18th May, 1997 at Bharatiya Mahavidyalaya, Amravati.

Note :- copy of the minutes was circulated on page no. 194 of 1997 NUTA Bulletin.

ITEM NO. 220 :

APPROVAL TO THE AUDITED STATEMENT

CONSIDERED AND APPROVED the Audited Balance Sheet and Income and Expenditure Account of

the Association for the year ended on 31st March, 1997.

Notes : (i) The copy of the Audited Balance sheet and Income and Expenditure Account of the Association for the said Financial year was circulated on page 182 & 183 of 1997 NUTA Bulletin.

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

ITEM NO. 221 :

STATEMENT ON FIXED SECURITIES POSITION :

NOTED the Statement no.8 showing the position of the Fixed Securities of the Association as on 31st March 1997.

Note : statement no.8 showing the position of the fixed securities of the association as on 31st March 1997 was circulated on page 184 of 1997 NUTA Bulletin.

विषय क्रमांक : २२२

SUBJECT "COMPUTOR APPLICATION"

सदस्य अनुपस्थित असल्यामुळे विषयोक्त प्रस्ताव मांडल्या गेला नाही.

विषय क्रमांक : २२३

दि. २२ डिसेंबर १९९५ च्या शासननिर्णयानुसार थांबलेली वेतनवाढ

सदस्य अनुपस्थित असल्यामुळे विषयोक्त प्रस्ताव मांडल्या गेला नाही.

विषय क्रमांक : २२४

काही व्यक्तिगत प्रकरणात प्राध्यापकांची वेतनश्रेणी १९८६ पासून लागू करणे.

(A) प्रा. बी.एन.गर्गे यांनी पुढील प्रस्ताव मांडला :-

" Be it resolved to request sincerely the Government of Maharashtra to sanction Professors pay scale of Rs. 4500-7300 to retired professors 1.Shri. B.N.Garge, 2. Shri. S.G. Charde, G.S.College of Commerce, Nagpur and 3. Shri. P.A.Patil, Dhanwate National College, Nagpur from 1.1.1986 their designation was professor on this date when revised pay-scales for University and College teachers were made applicable, they were in College service even afterwards."

(B) प्रस्तावावर चर्चा झाल्यानंतर प्रस्ताव सभागृहाच्या परवानगीने सन्माननीय सदस्य श्री. बी.एन. गर्गे यांनी **मागे घेतला.**

(C) या ठरावावरील चर्चेत **असे ठरले की**, “आमसभेसमोर ठराव मांडतांना वैयक्तिक प्रकरणाची चर्चा करणारा, व्यक्तीगत गान्हाणी किंवा मागणी नमुद असलेला ठराव कामकाजपत्रिकेमध्ये यापुढे समाविष्ट करू नये.”

“बाब वैयक्तिक असली तरी आमसभेसमोर प्रस्ताव ठेवतांना तत्सम प्रकारात मोडणाऱ्या सर्व व्यक्तींना न्याय मिळू शकेल अशा धोरणात्मक स्वरूपाचा प्रस्ताव असेल तरच तो कामकाजपत्रिकेवर प्रसृत करण्यात यावा” असेहि ठरले.

विषय क्रमांक : २२५

सभा व्यवस्थेबद्दल आभार :

सचिव प्रा.एकनाथ कठाळे यांनी महाविद्यालयाचे प्राचार्य व स्थानिक शाखेच्या इतर प्राध्यापकांनी, जिल्हा नुटाचे अध्यक्ष, सचिव व सदस्य यांनी, ही सभा यशस्वी करण्यासाठी घेतलेल्या परिश्रमाबद्दल आणि दिलेल्या सहकार्याबद्दल त्यांचे मनःपूर्वक आभार मानले. शेवटी सर्व उपस्थित सदस्यांचे आभार मानून सभा संपली असे अध्यक्षांनी जाहीर केले.

स्वा / बी.टी.देशमुख
अध्यक्ष

स्वा / एकनाथ कठाळे
सचिव

From
.....
.....

To,
The Principal/The Director/| The Vice Chancellor,
.....
.....
.....

Subject : One Day's casual leave on December 9, 1997

Sir/Madam,

The All India Federation of University and College Teachers' Organisations (AIFUCTO) has given a call for one day's cease work on 9th December 1997.

The demands of the AIFUCTO are -

1. Modification of the Rastogi Committee Report in line with the submissions made by the AIFUCTO and its immediate notification by the UGC and / or the government of India;
2. Meaningful negotiations between the AIFUCTO and the Union Education Department for finalising the scheme of pay revision;
3. Uniform implementation of the revised UGC pay scales from the same date in all the States and
4. Adequate financial support by the central government to the States for implementation of the new pay-scales;

In response to the above call, which is supported by MFUCTO and NUTA, I shall be participating in the CEASE WORK on 9th December 1997 and shall not be reporting for duties. I request you to grant me one day's casual leave on 9th December 1997.

Further I hereby inform you that the resolution adopted by the AIFUCTO General Council "resolves to go on an indefinite strike beginning from 20th January 1998 in case even by that time the demands of the AIFUCTO are not met by the Central Government." I shall be participating in the indefinite strike of the AIFUCTO.

Date :

Yours truly

Signature.....
Name of the Teacher :-.....
Subject :-

**MAHARASHTRA FEDERATION OF UNIVERSITY & COLLEGE
TEACHERS' ORGANISATIONS**

Resolved to organise

one-day

DHARNA

in Mumbai

on 3rd December 1997

Near RITZ Hotels from 11.30 a.m. to 5.30 P.M.
to press for

**the solution of the problems of
NET-SET and refresher course affected teachers.**

पत्राचा नमुना

रिफ्रेशर कोर्सेसबाबतचे पत्र आंदोलन

प्रति,
मा. सचिव,
उच्च शिक्षण,
महाराष्ट्र राज्य,
मंत्रालय मुंबई-३२

प्रेषक
प्रा.....
.....
.....
दिनांक १ डिसेंबर १९९७

विषय : रिफ्रेशर कोर्सेस पूर्ण करण्याची संधी न देताच ते पूर्ण केले नाहीत म्हणून वेतनवाढी रोखण्याविरुद्ध तक्रार.

संदर्भ : (१) दिनांक १८.१.१९८९ रोजी महाराष्ट्र शासनाचे मुख्यमंत्री व महाराष्ट्र प्राध्यापक संघामध्ये झालेला समझोता. (२) महाराष्ट्र शासनाने २७.२.१९८९ रोजी काढलेला शासन निर्णय क्रमांक एनजीसी /१२८६/१२२४/युएन आय-४ शिक्षण विभाग. (३) दिनांक १५.१२.१९८९ चा शासन निर्णय क्रमांक एनजीसी/१२८६/१२२४/युएनआय४ उच्च शिक्षण विभाग. (४) दिनांक २० जुलै १९९३ रोजीचा शासन निर्णय क्रमांक एनजीसी/१२८९/१६०५/युएनआय-४ उच्च शिक्षण विभाग. (५) "रिफ्रेशर कोर्सबाबत अटी लादणे" या विषयावरील तारांकित प्रश्न क्रमांक २८५९७ ला महाराष्ट्र विधानपरिषदेमध्ये सोमवार दिनांक १२ जुलै १९९३ रोजी दिलेले उत्तर. (६) दोन उजळणी अभ्यास क्रमाबाबत घालण्यात आलेल्या अटी या विषयावरील लक्षवेधी सूचनेवर बुधवार, दिनांक २१ जुलै १९९३ रोजी महाराष्ट्र विधानपरिषदेत देण्यात आलेली आश्वासने. (म.वि.प. कार्यवाही अधिकृत प्रतिवेदन खंड ९९, क्रमांक ८, पृष्ठ ८/५८ ते ८/६३.)

मा. महोदय,
स.न.वि.वि.

विद्यापीठीय व महाविद्यालयीन शिक्षकांकरिता विद्यापीठ अनुदान आयोगाची वेतनश्रेणी केंद्र शासनाच्या १७ जून १९८७ व २२ जुलै १९८८ च्या आदेशान्वये देण्यात आलेल्या सूचनांसह महाराष्ट्र शासनाने अंमलात आणण्याची असे क्रमांक १ वर नमूद केलेल्या समझोता पत्रान्वये ठरले होते. त्यानुसार संदर्भ क्रमांक २ वर नमूद केलेला शासन निर्णय प्रसृत करण्यात आला. सदरहू शासन निर्णयाच्या परिच्छेद १२ व १३ मध्ये "सिनिअर स्केल व सिलेक्शन ग्रेड मध्ये स्थान निश्चिती होत असतांना दोन रिफ्रेशर कोर्सेस त्या शिक्षकांने पूर्ण केले असले पाहिजे" अशी अट आहे. तथापि याच शासन निर्णयाच्या परिच्छेद १८ मध्ये "कोणत्या विषयामध्ये किती प्रमाणात व किती कालखंडासाठी अशा रिफ्रेशर कोर्सेसची व्यवस्था करण्यात आली होती किंवा नव्हती हे लक्षात घेऊन विशिष्ट कालखंडासाठी "रिलॅक्सेशन" देण्याचा विद्यापीठाला अधिकार असेल" अशा प्रकारची सुद्धा तरतूद आहे.

२. २७.२.१९८९ चा शासन निर्णय निर्गमित झाल्यानंतर ज्या विद्यापीठांच्या अधिकार क्षेत्रामध्ये अशा रिफ्रेशर कोर्सेसचे आयोजन त्यापूर्वी करण्यात आले नव्हते व त्यामुळे त्या त्या विद्यापीठांनी विशिष्ट कालखंडासाठी या अटीपासून रिलॅक्सेशन दिले. दुर्दैवाने विद्यापीठीय व महाविद्यालयीन शिक्षकांविषयी असलेल्या आकसाने त्यावेळच्या शिक्षण सचिवांनी दिनांक १५ डिसेंबर १९८९ रोजी क्रमांक ३ वर नमूद केलेला शासन निर्णय प्रसृत केला व त्याच्या परिच्छेद १ (२) मध्ये "४ वर्षांच्या आत असे दोन अभ्यासक्रम पूर्ण करण्यात यावे नाहीतर पुढे इन्क्रीमेंट बंद करण्यात येतील" असा चुकीचा अर्थ लावून करण्यात आलेली/झालेली स्थान निश्चिती सशर्त आहे असे भासविण्याचा प्रयत्न केला.

३. उजळणी वर्गाची पुरेशी व्यवस्था करणे, हे मुख्यतः शासनाचे काम आहे असे उजळणी वर्ग पुरेशा प्रमाणात आयोजित न करता वरिष्ठ श्रेणीतील स्थाननिश्चिती रोखणे किंवा वेतनवाढी रोखणे या शासनाच्या कृतीमुळे महाराष्ट्रात तीव्र असंतोष निर्माण झाला होता. या असंतोषाच्या परिणामी संदर्भ ५ वर नमूद केलेल्या तारांकित प्रश्नाला उत्तर देतांना मा. उच्च शिक्षण मंत्र्यांनी "रिफ्रेशर कोर्सेस पूर्ण करण्यासंबंधीच्या आदेशामध्ये आवश्यक सुधारणा करण्यात येत आहे." असे उत्तर दिले व त्याप्रमाणे संदर्भ ४ वर नमूद केलेले आदेश निर्गमित करण्यात आले. या शासन निर्णयामध्ये स्पष्ट पणे असे नमूद आहे की, :-

"If the candidate wilfully fails to participate in the two Refresher Courses in the event of opportunity having been offered to him, this shall entail stoppage of increments accruing after the said period and also other benefit. Increment and further benefit of promotion etc. shall be considered only on fulfilling the above said condition."

४. संदर्भ ६ वर नमूद केलेल्या लक्षवेधी सूचनेवर निवेदन करतांना मा. उच्च शिक्षणमंत्र्यांनी विधानपरिषद सभागृहामध्ये स्पष्टपणे अशी घोषणा केली की :-

"सुधारित आदेश निर्गमित करण्यात आले आहेत. सुधारित आदेशाप्रमाणे अधिव्याख्यात्यांना जर उजळणी वर्गामध्ये भाग घेण्याची संधी उपलब्ध करून देण्यात आली व अधिव्याख्यात्यांनी त्यात जाणीवपूर्वक भाग घेतला नाही तर त्या परिस्थितीमध्ये त्यांना वेतनवाढ देण्यात येणार नाही. तसेच पुढच्या वेतनश्रेणीमध्ये पदोन्नतीही देण्यात येणार नाही."

५. वारंवार प्रयत्न करूनही उजळणी वर्गात दाखल होण्याची संधी न मिळण्यामध्ये संबंधित शिक्षकांचा कोणताही दोष असू शकत नाही. उजळणी वर्गांना उपस्थित रहाण्याची कोणतीही संधी न देता त्याबाबतच्या दोषाचे खापर शिक्षकांच्या माथ्यावर फोडणे संपूर्णपणे चुकीचे आहे. या कारणावरून पुढच्या वेतनश्रेणीमध्ये पदोन्नती रोखण्याचा किंवा वेतनवाढी रोखण्याचा उद्योग उच्च शिक्षण विभागातील काही जेष्ठ अधिकारी करीत आहेत. त्यांचा हा प्रयत्न निषेधाई तर आहेच पण त्याबरोबरच विधानपरिषदेत देण्यात आलेल्या आश्वासनाचा भंग करणारा सुद्धा आहे.

६. अशा अभ्यासक्रमामध्ये सहभागी होण्यात आम्हाला आनंदच होईल. या अभ्यासक्रमासाठी मला पाठविण्याविषयीच्या सूचना आमच्या महाविद्यालयाच्या प्राचार्यांना/विभागाच्या विभाग प्रमुखांना आपण द्याव्या. तसे मला उलट टपाली कळवावे. माझे पूर्ण नाव, पूर्ण पत्ता, विषय मी या पत्रात नमूद केलेला आहे.

७. उजळणी वर्गांना उपस्थित रहाण्याची कोणतीही संधी न देता माझी वेतनवाढ किंवा पुढच्या वेतनश्रेणी मध्ये पदोन्नती रोखण्याची कृती ही संदर्भ १ वर नमूद केलेल्या समझोत्याच्या विरोधात आहे. व संदर्भ २ वर व ४ वर नमूद केलेल्या शासन निर्णयाच्या विरुद्ध आहे त्यामुळे ती कृती ताबडतोब रद्द करण्याचे आदेश निर्गमित करावे. अशी मी आपणास विनंती करीत आहे.

पूर्ण नाव :

आपला विनित

पत्ता :

सही

विषय :

महाविद्यालयाचे नाव :

पत्राचा नमुना

नेटसेटबाबत महाराष्ट्र शासनाच्या चुकीच्या धोरणाविरुद्ध पत्र आंदोलन

प्रति,
मा. सचिव,
उच्च शिक्षण,
महाराष्ट्र राज्य,
मंत्रालय मुंबई-३२

प्रेषक
प्रा.....
.....
.....
दिनांक १ डिसेंबर १९९७

विषय :- नेट सेट च्या अटींची चुकीच्या पद्धतीने अम्मलबजावणी करून वेतनवाढी रोखण्याविरुद्ध तक्रार.

संदर्भ :- (१) दिनांक १८.१.१९८९ रोजी महाराष्ट्र शासनाचे मुख्यमंत्री व महाराष्ट्र प्राध्यापक संघामध्ये झालेला समझोता. (२) महाराष्ट्र शासनाने २७.२.१९८९ रोजी काढलेला शासन निर्णय क्रमांक एनजीसी /१२८६/१२२४/यूएन आय-४ शिक्षण विभाग. (३) दिनांक १५.१२.१९८९ चा शासन निर्णय क्रमांक एनजीसी/१२८६/१२२४/यूएनआय४ उच्च शिक्षण विभाग. (४) महाराष्ट्र शासन शासन निर्णय क्रमांक एनजीसी १७९४/७१४५/विशि-४, उच्च व तंत्र शिक्षण आणि सेवायोजन विभाग, मंत्रालय विस्तार भवन, मुंबई ४०० ०३२ दिनांक २२ डिसेंबर १९९५.

मा. महोदय,

स.न.वि.वि.

विद्यापीठीय व महाविद्यालयीन शिक्षकांकरिता विद्यापीठ अनुदान आयोगाची वेतनश्रेणी केंद्र शासनाच्या १७ जून १९८७ व २२ जुलै १९८८ च्या आदेशान्वये देण्यात आलेल्या सूचनांसह महाराष्ट्र शासनाने अंमलात आणावयाची असे क्रमांक १ वर नमूद केलेल्या समझोता पत्रान्वये ठरले होते.

२. नेटसेट ह्या पात्रता परीक्षा विविध माध्यमातून आयोजित करावयाच्या आहेत. महाराष्ट्र शासनाच्या मुळ निर्णयाच्या (२७.२.८९) परिच्छेद ९ मध्ये माध्यमाचा उल्लेख अतिशय स्पष्टपणे नमूद आहे. तो पुढील शब्दात :-

Only those candidates, who, besides fulfilling the minimum qualifications prescribed for the post of a lecturer, Librarian and Physical Education Staff, have qualified in a comprehensive test to be conducted for the purpose will be eligible for appointment. The detailed scheme for conducting the test including its design, the agencies to be employed in the conduct of the test, content, administration etc. will be worked out by the University Grants Commission keeping in view the requirement of the **media of instruction** followed by the different Universities and Colleges and other relevant considerations."

२७ फेब्रुवारी १९८९ च्या याच शासननिर्णयामध्ये पुढे "तोवर जुनीच प्रक्रिया चालू राहिल" असाही स्पष्ट उल्लेख आहे तो पुढील शब्दात : **"The same procedure should continue to be in operation till it is suitably replaced by the comprehensive test to be prescribed by the University Grants Commission."**

विद्यापीठ अनुदान आयोगाने माध्यमासह सर्व तपशील ठरविल्यानंतर जी "निवडीची प्रक्रिया पात्रता परीक्षेसह" येईल ती १९७७ च्या शासन निर्णयांनी विहित केलेल्या "विद्यमान निवड प्रक्रियेला" "सुटेवली रिप्लेसड" करील असे शासन निर्णयात नमूद आहे. विद्यमान व्यवस्था (निवड प्रक्रिया) सुटेवली रिप्लेसड झाली काय? हा आजचा खरा प्रश्न आहे व त्याचे उत्तर "नाही" हेच आहे.

३. नेटसेटबाबत शासनाने पुढे अत्यंत चुकीचे धोरण स्विकारले. "नेट सेट परीक्षा उत्तीर्ण केली असेल तरच ३१ मार्च १९९४ नंतर त्यांना सेवेत ठेवण्यात यावे" असा पहिला ह्कूम २ फेब्रुवारी १९९४ च्या शासन पत्रान्वये काढण्यात आला. "३१ मार्च १९९५ पर्यंत नेट सेट परीक्षा उत्तीर्ण न झाल्यास त्यांना सेवामुक्त करा" असा दुसरा आदेश ७ मार्च १९९४ च्या पत्रान्वये देण्यात आला. व मग त्यानंतर "३१ मार्च १९९६ पर्यंत नेट सेट परीक्षा उत्तीर्ण न झाल्यास त्यांना सेवामुक्त करा" असा आदेश २० मार्च १९९४ च्या शासन पत्रान्वये देण्यात आला. परिनिर्णयाने केलेली व्यवस्था पत्राने मोडून काढण्याच्या या प्रकाराने शकडो शिक्षकांना गेली तीन वर्षे अत्यंत मानसिक तणावात काढावी लागली. २ फेब्रुवारी १९९४ ते २० मार्च १९९४ या दोन महिन्यांच्या (थड दोन सुद्धा नव्हे) काळातील उच्च शिक्षण विभागाची ही तीन पत्रे पाहिली म्हणजे या सान्या प्रकाराची एकंदर हास्यास्पदता लक्षात येते. विशेष असे की पत्रापत्रीचा हा सारा प्रकार केंद्र शासनाच्या विद्यापीठ अनुदान आयोगाच्या, परिनिर्णयाने व समझोत्याच्या विरोधात होता.

४. शासनाची ही चुक महाराष्ट्र प्राध्यापक संघाने लक्षात आणून दिल्यानंतर "नेट/सेट परीक्षा उत्तीर्ण करण्याची दिनांक ३१.३.१९९६ ची मुदत या आदेशाद्वारे काढून टाकण्यात येत आहे." असे सांगणारा संदर्भ चार वर नमूद केलेला शासन निर्णय निर्गमित झाला. या शासननिर्णया बाबत ७ जानेवारी १९९६ रोजीच्या बैठकीमध्ये महाराष्ट्र प्राध्यापक संघाने स्पष्टपणे आपली भूमिका पुढील शब्दात नमूद केली होती :-

"नेटसेट बाबत शासनाची भूमिका विद्यापीठ अनुदान आयोगाच्या, तसेच केंद्र शासनाच्या धोरणाशी व महाराष्ट्र शासनाशी महाराष्ट्र प्राध्यापक महासंघाचा जो समझोता झाला त्याच्याशी पूर्णपणे विसंगत होती याचा कबुलीजबाबच या २२ डिसेंबर १९९५ च्या शासन निर्णयाने दिलेला आहे. "नेट/सेट परीक्षा उत्तीर्ण करण्याची दिनांक ३१.३.१९९६ ची मुदत या आदेशाद्वारे काढून टाकण्यात येत आहे." हा शासन निर्णयाच्या परिच्छेद ७ (अ) मधील उल्लेख म्हणजे एमफक्टोने याबाबत घेतलेली भूमिका किती बिनचूक होती याचा पुरावाच आहे. तथापि तदर्थ स्वरूपाच्या नेमणुका देणे, सेवेत असलेल्या अधिव्याख्यात्यांना नेट सेट परीक्षा उत्तीर्ण होण्याची सक्ती करणे, न झाल्यास वार्षिक वेतनवाढ देण्यात न येणे, त्यांची सेवा वरिष्ठ व निवडश्रेणीसाठी विचाराने न घेणे, सेवा जेष्ठता न देणे या शासन निर्णयातील अटी संपूर्णपणे समझोत्याच्या व विद्यापीठ अनुदान आयोगाच्या व केंद्र शासनाच्या सूचनांच्या विरुद्ध आहेत. त्यामुळे या अटी ताबडतोब मागे घेण्यात याव्या अशी मागणी ही सभा करित आहे."

५. केंद्र शासनाच्या २२ जुलै ८८ च्या सूचनांमध्ये व महाराष्ट्र शासनाच्या २७ फेब्रुवारी १९८९ च्या शासन निर्णयामध्ये 'शिक्षक' व 'उमेदवार' असा स्पष्ट फरक करण्यात आलेला आहे. रिफ्रेशर कोर्सेस शिक्षकांसाठी असून राष्ट्रीय पात्रता परीक्षा ही उमेदवारांसाठी आहे. उमेदवारांसाठी असलेल्या अटी शिक्षकांवर लादणे सर्वस्वी गैर आहे." ही बाब महाराष्ट्र प्राध्यापक महासंघाने शासनाच्या लक्षात आणून दिली होती

६. अशा स्थितीत नेटसेटच्या कारणावरून वार्षिक वेतनवाढ रोखण्याचे शासन आदेश ताबडतोबीने मागे घेण्यात यावेत अशी मी आपणास विनंती करित आहे.

पूर्ण नाव :

आपला विनित

पत्ता :

सही

विषय :

महाविद्यालयाचे नाव :

RASTOGI COMMITTEE REPORT

ANNEXURE-XVII

A Draft Proforma for Evaluation by the Students

DIRECTIONS : For each item, please indicate the extent to which you agree with the statement by marking: NA - Not Applicable, D-Disagree, A-Agree, SD - Strongly Disagree, N-Neutral, SA- Strongly Agree

FACULTY AND COURSE EVALUATION

Subject Matter

- 1. The objectives were clear.
- 2. The topics provided new knowledge.
- 3. The depth of coverage was adequate.

Teaching-learning Process

- 4. The teacher's voice was audible.
- 5. The process made one think.
- 6. One felt encouraged to ask questions and there was ample opportunity for discussion.

Use of Learning Resources

- 7. The chalkboard writing was clear.
- 8. Handouts were used effectively.
- 9. Projection-aids were employed.

Evaluation Process

- 10. The tests/quizzes were challenging.
- 11. There was a reasonable number of tests given in the course.
- 12. The same were checked promptly.
- 13. The evaluation helped one to improve.

General Points

- 14. The evaluation was fair.
- 15. One felt motivated to learn.
- 16. The teaching met one's expectations.
- 17. The daily lectures (or class work) were well organised and in a meaningful sequence.
- 18. Assignments were always clear.
- 19. The assignments for the course were of reasonable length.
- 20. The textbook(s) was/were well suited for the course.
- 21. For me, the level of difficulty for this course was about right.
- 22. The tests in the course were too difficult.
- 23. The tests, class discussions, assignments and course objectives were related.
- 24. My progress in this course was satisfactory.
- 25. What I learned from this course will prove to be valuable.
- 26. I would recommend the course to others.
- 27. My own personal objectives for the course were met.

EVALUATION BY THE STUDENTS FOR TUTORIALS

- 1. The tutorials were correlated to the lectures.
- 2. Individual difficulties were attended to.
- 3. The tutorials helped promote discussions.
- 4. Audio- visual resources were employed.
- 5. The quizzes were well scheduled.
- 6. The quizzes were well designed to test one's knowl-

edge and to motivate one to learn.

- 7. The assessment and feedback were prompt.
- 8. The tutorials helped promote oral/written communication skills.
- 9. The tutorials helped one in solving problem methodically.
- 10. The tutorials helped promote further insight into the subject matter and concepts.

EVALUATION BY THE STUDENTS FOR PRACTICALS

- 1. The practicals were correlated to lectures.
- 2. The aims of the experiments were clearly stated.
- 3. The practicals were inquiry oriented.
- 4. The instruction sheets were adequate.
- 5. Different support materials were employed.
- 6. The equipment was in good condition.
- 7. The on-the-spot performance was evaluated.
- 8. The practical reports were checked promptly.
- 9. The feedback on quizzes/viva were provided promptly.
- 10. The practical work inculcated learning through work experience.

TEACHER EVALUATION

- 1. The teacher was well informed on the subject matter presented.
- 2. The teacher was enthusiastic and enjoyed teaching the subject matter.
- 3. The explanations were clear and to the point.
- 4. The teacher's overall organisation and presentation of the course was very clear.
- 5. The teacher's speaking ability was satisfactory.
- 6. The teacher's attitude towards the students was sympathetic and helpful.
- 7. The teacher encouraged and valued disagreement.
- 8. The teacher stimulated my intellectual curiosity.
- 9. The teacher met all classes.
- 10. The teacher began classes on time.
- 11. The teacher was available for guidance outside the class.
- 12. Compared to all teachers I have had, I would rate this teacher as an above average teacher.
- 13. I would prefer this teacher to most teachers I have had at the university/college.
- 14. The teacher was fair in his/her grading.
- 15. The teacher encouraged participation, discussions and questions.
- 16. Disregarding the difficulty of the course, to me the teacher is an above average teacher.
- 17. The teacher could control the class effectively.
- 18. The teacher's method of teaching made the lecture interesting, which attracted the students to the class.



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