

No.2/5/2017-E.II(B) : New Delhi, 7th July, 2017.

Government of India : Ministry of Finance : Department of Expenditure

OFFICE MEMORANDUM

Subject :- Implementation of recommendations of the Seventh Central Pay Commission relating to grant of **House Rent Allowance (HRA)** to Central Government employees.

Consequent upon the decision taken by the Government on the recommendations of the Seventh Central Pay Commission, the President is pleased to decide that, in modification of this Ministry's O.M. No.2(37)-E.II(B)/64 dated 27.11.1965 as amended from time to time, O.M. No.2(13)/2008-E.II(B) dated 29.08.2008 and O.M. No.2/5/2014-E.II(B) dated 21.07.2015, **the admissibility of House Rent Allowance (HRA) shall be as under :-**

Classification of Cities/Towns	Rate of House Rent Allowance per month as a percentage of Basic Pay only
X	24 %
Y	16 %
Z	8%

2. The rates of HRA **will not be less than** Rs.5400/- , 3600/- & 1800/- at X, Y & Z class cities respectively.

3. The rates of HRA **will be revised** to 27% 18% & 9% for X, Y & Z class cities respectively when Dearness

Allowance (DA) crosses 25% and further revised to 30%, 20% & 10% when DA crosses 50%.

4. The term "**basic pay**" in the revised pay structure means the pay drawn in the prescribed pay levels in the Pay Matrix and does not include Non-Practising Allowance (NPA), Military Service Pay (MSP), etc. or any other type of pay like special pay, etc.

5. **The list of cities** classified as 'X', 'Y' and 'Z' vide DoE's O.M. No.2/5/2014-E.II(B) dated 21.07.2015, for the purpose of grant of House Rent Allowance is enclosed as Annexure to these orders.

6. Special orders on continuance of HRA at Delhi ("X" class city) rates to Central Government employees posted at Faridabad, Ghaziabad, NOIDA and Gurgaon, at Jalandhar ("Y" class city) rates to Jalandhar Cantt., at "Y" class city rates to Shillong, Goa & Port Blair and HRA at par with Chandigarh ("Y" class city) to Panchkula, S.A.S. Nagar (Mohali) which have been allowed to

ALL INDIA FEDERATION OF UNIVERSITY & COLLEGE TEACHERS' ORGANISATIONS

AIFUCTO
is firm on its both
the programmes declared earlier

11 July at 08:38

Friends, Good Morning.

Since the entire report remains unpublished, bits and portion of the 7th UGC PRC recommendations are coming out at regular intervals in news papers. It clearly indicates that the confidentiality of the report is being compromised for Certain Purpose. Its a dangerous trend developing in MHRD. At one hand MHRD is not ready to share the report with AIFUCTO/FEDCUTA but it is coming as piece meals in different media. As soon as AIFUCTO declares and gears up for movement, such news starts to come. So we should be very much cautious with such news items coming in medias. This is nothing but a calculated move to defuse our agitation programmes.

AIFUCTO is firm on its both the programmes declared earlier.

1. Justice Day on 12th July and

2. Rally and march to Parliament on 24th July at Jantar-Mantar in Delhi.

Our next NEC meeting will be held on 24th July after rally & march at 5pm evening. Venue of the meeting is Gandhi Peace Foundation, Deen dayal Marg, Near ITO, Delhi. All NEC members & office bearers are requested to be present in this important meeting.

Yours friendly,
Arun Kumar GS, AIFUCTO

NO.38/37/2016-P&PW(A) : Dated, the 12th May, 2017

Ministry of Personnel, PG & Pensions : Department of Pension & Pensioners' Welfare

3rd Floor, Lok Nayak Bhawan : Khan Market, New Delhi

OFFICE MEMORANDUM

Sub:- Implementation of Government's decision on the recommendations of the Seventh Central Pay Commission - Revision of pension of pre- 2016 pensioners/family pensioners, etc.

The undersigned is directed to say that the 7th Central Pay Commission (7th CPC), in its Report, **recommended two formulations for revision of pension of pre- 2016 pensioners.** A Resolution No. 38/37/2016-P&PW (A) dated 04.08.2016 was issued by this Department indicating the decisions taken by the Government on the various recommendations of the 7th CPC on pensionary matters.

2. Based on the decisions taken by the Government on the recommendations of the 7th CPC, orders for revision

continue vide Para '4' of this Ministry's O.M. No.2/5/2014-E.II(B) dated 21.07.2015 and O.M. No. 2/2/2016-E.II(B) dated 03.02.2017, shall continue till further orders.

7. All other conditions governing grant of HRA under existing orders, shall continue to apply.

8. These orders shall be **effective from 1st July, 2017.**

9. The orders will apply to all civilian employees of the Central Government. The orders will also be applicable to the civilian employees paid from the Defence Services Estimates. In respect of Armed Forces personnel and Railway employees, separate orders will be issued by the Ministry of Defence and the Ministry of Railways, respectively.

10. In so far as the persons serving in the Indian Audit and Accounts Department are concerned, these orders issue in consultation with the Comptroller & Auditor General of India.

Hindi version is attached.

(Annie George Mathew)

Joint Secretary to the Government of India

To : All Ministries and Departments of the Govt. of India etc. as per standard distribution list. Copy to : C&AG and U.P.S.C., etc as per standard endorsement list.

ANNEXURE

To O.M. No.2/5/2017-E.II(B) dated 07.07.2017.

List of Cities/Towns Classified For Grant Of House Rent Allowance To Central Government Employees
Sl.no. : States/Union Territories : Cities Classified As "X" Cities Classified As "Y"
1. to 20. :- Not Printed
21. MAHARASHTRA
Cities Classified As "X" : Greater Mumbai (UA), Pune (UA)
Cities Classified As "Y" : Amravati (M.Corpn.), Nagpur (UA), Aurangabad (UA), Nashik (UA), Bhiwandi (UA), Solapur (M. Corpn.), Kolhapur (UA), Vasai-Virar City (M. Corpn.), Malegaon (UA), Nanded-Waghala (M. Corpn.), Sangli (UA)
22. to 35 :- Not Printed
NOTE : The remaining cities/towns in various States/UTs which are not covered by classification as "X" or "Y", are classified as "Z" for the purpose of HRA. ** AF : P 67 **

of pension of pre-2016 pensioners/family pensioners **in accordance with second Formulation were issued vide this Department's OM No. 38/37/2016-P&PW (A) (ii) dated 04.08.2016.** It was provided in this O.M. that the revised pension/family pension w.e.f. 1.1.2016 of pre-2016 pensioners/family pensioners shall be determined by multiplying the pension/family pension as had been fixed at the time of implementation of the recommendations of the 6th CPC, by 2.57.

3. In accordance with the decision mentioned in this Department's Resolution No. 38/37/2016-P&PW (A) dated 04.08.2016 and OM No. 38/37/2016-P&PW(A) (ii) dated 04.08.2016, the **feasibility of the first option recommended by ih CPC has been examined by a Committee** headed by Secretary, Department of Pension & Pensioners' Welfare.

4. The aforesaid **Committee has submitted its Report** and the recommendations made by the Committee have been considered by the Government. Accordingly, it has been decided that the revised pension/family pension w.e.f. 01.01.2016 in respect of all Central civil pensioners/family pensioners, including CAPF's, who retired/died prior to 01.01.2016, may be revised by notionally fixing their pay in the pay matrix recommended by the 7th CPC in the level corresponding to the pay in the pay scale/pay band and grade pay at which they retired/died. **This will be done by notional pay fixation under each intervening Pay Commission** based on the Formula for revision of pay. While fixing pay on notional basis, the pay fixation formulae approved by the Government and other relevant instructions on the subject in force at the relevant time shall be strictly followed. **50% of the notional pay as on 01.01.2016 shall be the revised pension and 30% of this notional pay shall be the revised family pension w.e.f. 1.1.2016 as per the first Formulation.** In the case of family pensioners who were entitled to family pension at enhanced rate, the revised family pension shall be 50% of the notional pay as on 01.01.2016 and shall be payable till the period up to which family pension at enhanced rate is admissible as per rules. The amount of revised pension/family pension so arrived at shall be rounded off to next higher rupee.

5. **It has also been decided that higher of the two Formulations** i.e. the pension/family pension already revised in accordance with this Department's OM No. 38/37/2016-P&PW(A) (ii) dated 04.08.2016 or the revised pension/family pension as worked out in accordance with para 4 above, shall be granted to pre-2016 central civil pensioners as revised pension/family pension w.e.f. 01.01.2016. In cases where pension/family pension being paid w.e.f. 1.1.2016 in accordance with this Department's OM No. 38/37/2016-P&PW(A) (ii) dated 04.08.2016 happens to be more than pension/family pension as worked out in accordance with para 4 above, the pension/family pension already being paid shall be treated as revised pension/family pension w.e.f. 1.1.2016.

6. Instructions were issued vide this Department's OM No. 45/86/97 -P&PW(A) (iii) dated 10.02.1998 for revision of pension/ family pension **in respect of Government**

servants who retired or died before 01.01.1986, by notional fixation of their pay in the scale of pay introduced with effect from 01.01.1986. The notional pay so worked out as on 01.01.1986 was treated as average emoluments/last pay for the purpose of calculation of notional pension/family pension as on 01.01.1986. The notional pension/family pension so arrived at was further revised with effect from 01.01.1996 and was paid in accordance with the instructions issued for revision of pension/family pension of pre-1996 pensioners/family pensioners in implementation of the recommendations of the 5th Central Pay Commission.

7. Accordingly, for the purpose of calculation of notional pay w.e.f. 1.1.2016 of those Government servants who retired or died before 01.01.1986, the pay scale and the notional pay as on 1.1.1986, as arrived at in terms of the instructions issued vide this Department's OM 45/86/97-P&PW(A) dated 10.02.1998, will be treated as the pay scale and the pay of the concerned Government servant as on 1.1.1986. In the case of those Government servants who retired or died on or after 01.01.1986 but before

1.1.2016, the actual pay and the pay scale from which they retired or died would be taken into consideration for the purpose of calculation of the notional pay as on 1.1.2016 in accordance with para 4 above.

8. The minimum pension with effect from 01.01.2016 will be Rs. 9000/- per month (excluding the element of additional pension to old pensioners). The upper ceiling on pension/family pension will be 50% and 30% respectively of the highest pay in the Government (The highest pay in the Government is Rs. 2,50,000 with effect from 01.01.2016).

9. The pension/family pension as worked out in accordance with provisions of Para 4 and 5 above shall be treated as 'Basic Pension' with effect from 01.01.2016. The revised pension/family pension includes dearness relief sanctioned from 1.1.2016 and shall qualify for grant of Dearness Relief sanctioned thereafter.

10. The existing instructions regarding regulation of dearness relief to employed/re-employed pensioners/

ANNEXURE I : EXAMPLES

(Reference Para 16 of OM No.38/37/2016-P&PW(A) dated 12th May, 2017.)

S.N	Description	1st case	2nd Case	3rd Case	4th Case
1.	Date of Retirement	31.12.1984	31.01.1989	30.06.1999	31.05.2015
2.	Scale of Pay (or Pay Band & G.P.) at the time of retirement OR Notional pay scale as on 1.1.1986 for those retired before 1.1.1986	975-1660 (4th CPC Scale)	3000-4500 (4th CPC Scale)	4000-6000 (5th CPC Scale)	67000-79000 (6th CPC Scale)
3.	Pay on retirement OR Notional pay as on 1.1.1986 for those retired before 1.1.1986	1210	4000	4800	79000
4.	Pension as on 01.01.2016 before revision	4191	12600	5424	39500
5.	Family pension as on 01.01.2016 before revision	3500	7560	3500	23700
6.	Family pension at enhanced rate as on 01.01.2016 before revision (if applicable)	NA	NA	NA	39500
7.	Revised pension by multiplying pre-revised pension by 2.57	10771	32382	13940	101515
8.	Revised family pension by multiplying pre-revised family pension by 2.57	9000	19430	9000	60909
9.	Revised family pension at enhanced rate by multiplying pre-revised enhanced family pension by 2.57	NA	NA	NA	101515
10.	Pay fixed on notional basis on 1.1.1996	3710 (3200-4900)	11300 (10000-15200)	NA	NA
11.	Pay fixed on notional basis on 1.1.2006	8910 (PB-I, GP2000)	27620 (PB-3, GP6600)	11330 (PB-I, GP-2400)	NA
12.	Pay fixed on notional basis on 1.1.2016	23100 (Level-3)	71800 (Level-11)	29600 (Level-4)	205100 (Level-15)
13.	Revised pension w.e.f. 1.1.2016 as per first formulation.	11550	35900	14800	102550
14.	Revised family pension w.e.f. 1.1.2016 as per first formulation.	9000	21540	9000	61530
15.	Revised family pension at enhanced rate w.e.f. 1.1.2016 as per first formulation.	NA	N.A.	NA	102550
16.	Revised pension payable (Higher of S.NO.7 and 13)	11550	35900	14800	102550
17.	Revised family pension payable (Higher of S.No. 8 and 14)	9000	21540	9000	61530
18.	Revised family pension at enhanced rate payable (Higher of S.No. 9 and 15)	NA	NA	NA	102550

family pensioners, as contained in Department of Pension & Pensioners Welfare O.M. No. 45/73/97-P&PW(G) dated 02.07.1999, as amended from time to time, shall continue to apply.

11. These orders would not be applicable for the purpose of revision of pension of those pensioners who were drawing **compulsory retirement pension** under Rule 40 of the CCS (Pension) Rules or compassionate allowance under Rule 41 of the CCS (Pension) Rules. The pensioners in these categories would continue to be entitled to revised pension in accordance with the instructions contained in this Department's O.M. No. 38/37/2016-P&PW(A)(ii) dated 4.8.2016.

12. The pension of the pensioners who are drawing monthly pension from the Government **on permanent absorption in public sector undertakings/autonomous bodies** will also be revised in accordance with these orders. However, separate orders will be issued for revision of pension of those pensioners who had earlier drawn one time lump sum terminal benefits on absorption in public sector undertakings, etc. and are drawing one-third restored pension as per the instructions issued by this Department from time to time.

13. In cases where, **on permanent absorption in public sector undertakings/autonomous bodies**, the terms of absorption and/or the rules permit grant of family pension under the CCS (Pension) Rules, 1972 or the corresponding rules applicable to Railway employees/members of All India Services, the family pension being drawn by family pensioners will be updated in accordance with these orders.

14. Since the consolidated pension will be inclusive of **commuted portion of pension**, if any, the commuted portion will be deducted from the said amount while making monthly disbursements.

15. The quantum of age-related pension/family pension available to the old pensioners/ family pensioners shall continue to be as follows:-

Age of pensioner/ family pensioner	Additional quantum of pension
From 80 years to less than 85 years	20% of revised basic pension/ family pension
From 85 years to less than 90 years	30% of revised basic pension /family pension
From 90 years to less than 95 years	40% of revised basic pension /family pension
From 95 years to less than 100 years	50% of revised basic pension /family pension
100 years or more	100% of revised basic pension /family pension

The amount of additional pension will be shown distinctly in the pension payment order. For example, in case where a pensioner is more than 80 years of age and his/her revised pension is Rs.10,000 pm, the pension will be shown as (i).Basic pension=Rs.10,000 and (ii) Additional pension = Rs.2,000 pm. The pension on his/her attaining the age of 85 years will be shown as (i).Basic Pension = Rs.10,000 and (ii) additional pension = Rs.3,000 pm. **Dearness relief will be admissible on the additional pension available to the old pensioners also.**

16. A few examples of calculation of pension/family pension in the manner prescribed above are given in Annexure-I to this O.M.

17. **No arrears on account of revision of Pension/**

Family pension on notional fixation of pay will be admissible for the period prior to 1.1.2016. The arrears on account of revision of pension/family pension in terms of these orders would be admissible with effect from 01.01.2016. For calculation of arrears becoming due on the revision of pension/ family pension on the basis of this O.M., the arrears of pension and the revised pension/family pension already paid on revision of pension/family pension in accordance with the instructions contained in this Department's OM No. 38/37/2016-P&PW(A) (ii) dated 04.08.2016 shall be adjusted.

18. It shall be the responsibility of the Head of Department and Pay and Accounts Office attached to that office from which the Government servant had retired or was working last before his death to revise the pension/family pension of pre - 2016 pensioners/ family pensioners **with effect from 01.01.2016 in accordance with these orders and to issue a revised pension payment authority. The Pension Sanctioning Authority would impress upon the concerned Head of Office for fixation of pay on notional basis at the earliest and issue revised authority at the earliest.** The revised authority will be issued under the existing PPO number and would travel to the Pension Disbursing Authority through the same channel through which the original PPO had travelled.

19. These orders shall apply to all pensioners/family pensioners who were drawing pension/family pension before 1.1.2016 under the Central Civil Services (Pension) Rules, 1972, and the corresponding rules applicable to Railway pensioners and pensioners of All India Services, including officers of the Indian Civil Service retired from service on or after 1.1.1973. A pensioner/family pensioner who became entitled to pension/family pension with effect from 01.01.2016 consequent on retirement/death of Government servant on 31.12.2015, would also be covered by these orders. Separate orders will be issued by the Ministry of Defence in regard to Armed Forces pensioners/ family pensioners.

20 These orders do not apply to retired High Court and Supreme Court Judges and other Constitutional/Statutory Authorities whose pension etc. is governed by separate rules/orders.

21 These orders issue with the concurrence of Ministry of Finance (Department of Expenditure) vide their I.D. No. 30-1/33(c)/2016-IC dated 11.05.2017 and I.D. No. 30-1/33(c)/2016-IC dated 12.05.2017.

22. In their application to the persons belonging to the Indian Audit and Accounts Department, these orders issue in consultation with the Comptroller and Auditor General of India.

23. Ministry of Agriculture etc. are requested to bring the contents of these orders to the notice of Heads of Department/Controller of Accounts, Pay and Accounts Officers, and Attached and Subordinate Offices under them on top priority basis. All Ministries/Departments are requested to accord top priority to the work of revision of pension of pre-2016 pensioners/family pensioners and issue the revised Pension Payment Authority in respect of all pre-2016 pensioners.

24. Hindi version will follow.

(Harjit Singh)
Director

To

(1) All Ministries/Departments of Government of India
(as per standard mailing list)

(2) Central Pension Accounting Office, New Delhi

(3) Comptroller & Auditor General of India, New Delhi

Bombay University and College Teacher's Union (BUCTU)

One Day National Symposium

on

Towards Formulation of an Alternative Democratic Education Policy (Theme Paper)

By

Dr (Mrs.) Tapati Mukhopadhyay

1. INTRODUCTION:

After Independence, Government of India took initiative to establish a liberal democratic education system, in general and higher education in particular to build up strong human resource base for the country. It was very tough challenge for a newly born democratic republic. **During the colonial rule, there was no preference for mass education.** Literacy rate in 1948-49 was low. There were only 28 universities and 578 colleges in 1950-51. Higher Education enrolment was 0.2 million. **It was necessary to establish expert commissions/ committees, to examine the exact situation and to get their recommendations for deriving new policy.**

The first report was released in 1968. It was largely based on two-landmark report namely the University Education Commission Report of 1948-49, popularly known as Radhakrishna Commission Report and the Education Commission Report of 1964-66 known as Kothari Commission Report. These two reports, in facts, laid down the basic framework for the National Higher Education Policy in the country. The National Education policy of 1968 translated the vision of **Radhakrishna Commission and Kothari Commission and identified five main goals of Higher Education.** – i) Access, ii) Equity, iii) Excellence, iv) Relevance and value based Education, v) Quality.

These objectives were reflected in the NEP (1968). The emphasize was laid on free and compulsory education upto 14 years. Development of languages, where three language formula was applied. The new structure of education 10+2+3 had been introduced. Common school system was suggested and introduced. The enrolment for the girl student was also emphasized. Education and work had been integrated through the work of the education programme. New courses were introduced, integrated with agriculture and industry. **Before going to NEP 2016, it is necessary to draw the present picture of education in general and Higher Education in particular.**

Until 1975 Educational sector both school and Higher Education was in the hand of State Government. Subsequently the 42nd Constitutional Amendment in 1976, transferring Education from the **State list to concurrent list.** Next Education Policy was released in 1986. By that time, Government of India had taken a new position about subsidy on Social Service sector, including Higher Education. The NEP (1986) was promoting self financed institutions and autonomous colleges, which opened the door for the private finance to flow in the field of education.

The economic crisis of the country mounted in 1990. Government of India became default. Government had to arrange an emergency loan of minimum of Rs. 2.2 billion from IMF. Government also approached the World Bank as well as Asian Development Bank. **This resulted in accepting the IMF/ World Bank conditionality for introducing Market friendly Economic reform** and overall macro Economic restructuring. Restructuring begin with the release of the new and liberal industrial policy in 1992.

Gradually social service sector namely education, health, public transport, faced the reduction of some non-plan expenditure, which is commonly known as subsidy cut.

2. THE PRESSURE OF THE WORLD BANK

The pressure of the IMF/World Bank continued, which was reflected in its document on the 'Higher Education: The Lessons of Experience' (1994) stated that Higher Education should not have the highest priority claim on incremental public resources available for education because the social rates of return on investments in primary and secondary education usually exceed the returns on Higher Education. The World Bank (1995) stated that the benefits of Higher Education were frequently received by young students from high income families. **Therefore, the World Bank put forward a reform package, which included, inter alia,**

- i. Controlling access to state funding institution of Higher Education,
- ii. Creating a favorable environment for private institutions,
- iii. Recovering costs of education from students, (i.e., several fold increase in fees to be paid by students)
- iv. Establishment of loans to students who want to continue Higher Education,
- v. Giving institutions enough autonomy, and
- vi. Establishment of monitoring, accreditation and evaluation mechanism to verify their performance.

The World Bank has a powerful influence on the political will of governments of those countries, which want cheap international loans. **These governments succumb to the World Bank pressure putting at stake the future progress of their counties.**

Government was keen to implement these agenda and in 1996 brought Amendment on the existing New Education Policy. In 1997, Government of India issued paper on "Government subsidies in India". **The paper clearly stated that Higher Education including Secondary Education is a non-merit good.** The paper was rejected by Left parties and progressive democratic parties of the country.

However, Government initiative continued. Many Commissions were established like Ambani-Birla Report, Model Act for All Universities, Knowledge Commission Recommendation and finally in 12th Plan document, Prime Minister Manmohan Singh examines the role of private initiative in supplementing public funding for Higher Education.

All the present policies are trying to adjust with the new situation under the banner of 'Economic Reform'. While discussing this with reference to education, it is necessary to assess the present situation. We are in the midst of this process of withdrawal of public finance from the Higher Education sector and replacing it with the private finance.

3. PRESENT SITUATION OF HIGHER EDUCATION IN INDIA:

The present situation can be explained by two simple indicators namely College Density and Enrolment.

3.1 College Density:

College density, i.e. the number of colleges per lakh eligible population (population in the age-group 18-23 years) varies from 7 in Bihar to 60 in Telangana as compared to All India average of 28. The top 8 states in terms of highest number of Colleges in India are Uttar Pradesh, Maharashtra, Karnataka, Rajasthan, Andhra Pradesh, Telangana, Tamil Nadu and Madhya Pradesh, which have more than 25 Colleges per lakh population. In Uttar Pradesh, there are 6491 Colleges and for every one lakh population there are 26 Colleges. **Similarly, Maharashtra comes second with 4569 Colleges and 34 Colleges per lakh population.** Karnataka comes at third position with 3555 Colleges and 50 Colleges per lakh population whereas Rajasthan is at fourth position with 3050 Colleges and 35 Colleges per lakh population. Andhra Pradesh comes at fifth position with 2532 Colleges and has College density of 45. Telangana comes at sixth position with 2454 Colleges and 60 Colleges per lakh population whereas Tamil Nadu is at seventh position with 2368 Colleges and 32 Colleges per lakh population. Madhya Pradesh has 2260 Colleges, 26 Colleges for every one lakh population. Out of total colleges, 60% Colleges are located in Rural Area, and 11.1% of total colleges are exclusively for Girls.

3.2 Size of Colleges

Majority of colleges are smaller in terms of enrolment. 22% of the Colleges are having enrolment less than 100 and 40.7% of

the colleges have student strength ranging from 100 to 500, which means 62.7% of the college's enrollment is less than 500 students. Only 4.3% Colleges have enrolment more than 3000. (Data are obtained from the MHRD report)

Further analysis of enrolment, with reference to gender, caste and religion will give the actual features about the access and equity available for Higher Education in the country.

3.3 Gender Distribution

Looking at the Male-Female ratio at each level, the trend is higher for males than females in almost every level, except M.Phil, Post Graduate and Certificate courses, where in, the female enrolment is slightly higher than male enrolment. This trend of relatively higher male enrolment than female enrolment is also seen across the states. The top 6 States in terms of highest total student enrolment are Uttar Pradesh, Maharashtra, Tamil Nadu, West Bengal, Karnataka and Rajasthan. However in terms of total number of Institutions the ranking of these States is slightly different with Uttar Pradesh (7495) at the top followed by Maharashtra (7115), Karnataka (5284), Rajasthan (3705), Tamil Nadu (3439) and Andhra Pradesh (3375). It is interesting to note that these 6 States with highest student enrolment constitute nearly 54% of the total student enrolment in India. **Rest of the 30 States (including UTs) has only 46% of the total student enrolment.**

Uttar Pradesh, with its highest student enrolment in India, has 52.46% male and 47.54% female students. Maharashtra has the second highest student enrolment with approx. 56.37% male and approx. 43.63% females. Thereafter, Tamil Nadu has 52.25% male and 47.75% female, West Bengal with 53.68% male and 43.62% female students. In Karnataka, percentage of females

ALL INDIA FEDERATION OF UNIVERSITY & COLLEGE TEACHERS' ORGANISATIONS

19.06.2017

AIFUCTO appeal to University & College teachers of India

Massive March and Rally at Jantar Mantar, New Delhi on 24th July, 2017.

Friends, AIFUCTO successfully concluded the National Executive Committee (NEC) meeting between June 17 and 18, 2017 hosted by BUCTU to commemorate its **Golden Jubilee (1966 – 2016)** in the auditorium of Green Technology Building, Kalina Campus, Bombay University. The NEC meeting on Sunday June 18, 2017 was preceded by a one day National Symposium on: **"Towards Formulation of an Alternative Democratic & Secular Education Policy"**. AIFUCTO President Prof Keshab Bhattacharya and General Secretary Prof Arun Kumar apprised the members about the developments that took place in the last few months. Prof Arun Kumar expressed his anguish at the way the central government is pushing Indian higher education towards privatisation and corporatisation, ridding itself of all social and financial commitment towards promoting higher education. The sinister designs are sought to be legitimised through such actions like doing away with long established institutions such as UGC and AICTE and replacing them by such bodies like HEFA (Higher Education Funding Agency) and HEERA (Higher Education Empowerment Regulatory Authority). The proposal for **graded autonomy for university and colleges and categorisation of universities into 1, 2 and 3** is another dangerous move to create divisions among the ranks of the teachers and make easy the path of privatisation of higher education. In this way the government is trying to ease the burden of financial responsibility, a move already initiated through drastic cuts in budget allocation in education. **Making, NET, SET or BET compulsory for pursuing Ph.D** would indefinitely hurt the cause of academics as many deserving candidates who **could not qualify in these examinations for many reasons would be deprived.** This move is an attempt to thwart the march of higher education and research among a very large section of the educated Indians.

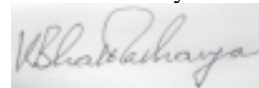
The issue of prolonged delay in the publication of recommendations of **Seventh UGC Pay Review Committee**

and other long pending demands also came up in a big way in the NEC meeting. College and university teachers across the country feel betrayed at the prolonged delay as well the Minister's recorded assurances to be finalised within a month's time. The issues of Pay scale & service conditions for Adhoc/Temporary/Part time/Guest lecturers along with teachers working in different self finance courses in colleges and universities across the country had been thoroughly discussed. NEC of AIFUCTO unanimously resolved to go for direct action against central government's apathetic attitude towards teachers and higher education at large. **AIFUCTO resolved state level conventions on 12 July, 2017 to observe "Nyay Diwas" (Justice Day) for sensitizing the issues among teachers across the country.** It also called for a **massive march and rally at Jantar Mantar, New Delhi on 24th July, 2017.**

AIFUCTO appeals all its affiliates, members, teachers & sympathisers to make the agitation programme a grand success in a bid to save public funded education system of the country.



Prof. Arun Kumar :
General Secretary :



Prof. Kesab Bhattacharaya
: President

NAGPUR UNIVERSITY TEACHERS' ASSOCIATION Urgent Communication No. 3 of 2017 :-

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- Dr. Vilas Dhone, Secretary, NUTA

enrolled is 48.42% whereas the male enrolment is 51.58%. Rajasthan has more male students as compared to female students.

3.4 Social Category -wise Distribution

The total estimated student enrolment is 3,45,84,781 out of which nearly 54% are male and rest 46% are female students. SC student enrolment is 13.91% of the total and the male-female ratio is similar to the general Category. On the other hand, students belonging to ST category constitute only 4.9% of the total student enrolment and male female ratio is similar to general category. Out of the total students, 33.75% students belong to OBC, out of which 53.45% are male students.

3.5 Representation of Minority Students

Among Minority category, 4.67% students belong to Muslim Minority and 1.97% is from other Minority Community. Muslim Minority has more male students than females where as other Minority has more females than males. Discrimination between male and female is very prevalent.

4. PARADIGM SHIFT IN THE EDUCATIONAL POLICY FROM 1968-96 AND THEREAFTER –

Government is determined to bring the reform in Education as in the 12th plan document. **Prime Minister Mr. Manmohan Singh clearly stated that the reform should be implemented in the Higher Educational sector, to make our higher education internationally competitive.** To do that many new policies have been undertaken and implemented.

4.1 REFORM AGENDA

- i. Reform in State Higher Education by creating facilities in institutional structure, planning to be made accordingly.
- ii. Academic and exam reforms.
- iii. Creation of research universities.
- iv. Filling of faculty position.
- v. Converting existing institutions into autonomous cluster college.
- vi. Improving regional imbalance.

4.2. GOVERNANCE:

Reform in the Higher Education system means reform in the Governance. Existing system of Governance through UGC, AICT and other agencies are long tested system. They are independently functioning and assisting the Central Government. These autonomous bodies like UGC or AICT are having democratic representations of different stakeholders like Educationalist, Teachers, Management, Students and Government. Without giving any proper reason and clarification, Government is abolishing one after another agency and replacing it with the new structure. While doing so, the Government is also changing the academic course structure. There is the proposal to integrate the UG and PG courses. However, practically, it is impossible.

In the present situation, with the vast student population, especially, not having the accessibility, in the higher education, expansion of the system in the different geographical areas, and breaking the barrier of caste and gender are most essential. **Discrimination among the caste, religion and gender as seen from the central statistics are the main obstacle for the growth of higher education.**

4.3. TENDENCY OF CENTRALIZATION

Already there is tendency of centralization of educational administration, both in the centre as well as in the state. In every level of administration, proportion of nomination of representatives superseded the proportion of elected representatives. In the state level the power of university governance, is shifting to the State Government. In the New University Act, the State Higher Education Council will be created. It will be an apex body, headed by a bureaucrat. **The Vice-Chancellor of the university will be reporting to the administrative officer.** This will create complete erosion of the university autonomy. To strengthen this apex body, the Government is keen to create new cadre in the administrative service, which will be termed as Indian Education Service (IES). Probably, this IES will be appointed in the apex body. Even Government is keen to dismantle various grievance committees.

Government is very keen to introduce an Independent National Higher Education Fellowship Programme. The objective of the programme and its mode of operation are not known so it is hegemonious. **Government has to come out with the policy in a transparent manner by involving the University system.**

It is also proposed to establish the central, educational, statistics agency. At present Government of India, Ministry of Human Resource Development Bureau of Planning, Monitoring and Statistics, New Delhi, maintained the statistical records. The department maintained and presented national level educational statistics in a compact manner. Such statistical units are also there in the State Level. The replacement of this unit through a newly constituted central agency is not required. This is also a glaring example of centralization.

It is already mentioned that Government is creating an Apex body for the governance of Higher Education in the state. **This can be explained with the example of Maharashtra, where Maharashtra State Commission of Higher Education & Development (MAHED)** has already been created. This body would create synergy between various stakeholders, namely, the State Government, Public and Private Universities, private skills education providers and industries. MAHED would be reporting its activities to an Apex Advisory cum Supervisory Council (AASC) and would draw upon expert advice, given by the Academic and Development Council (ADC).

It is stated in the Draft University Act that state education council should be an authority of the State Government. With the creation of this, the autonomy of the University will be affected to such an extent that the **Vice Chancellor will be reporting to the CEO of state Council.**

4.4. QUALITY ASSURANCE

For the quality assurance and accreditation, the stipulated system, instituted by UGC is the National Assessment and Accreditation Council. It was established as an independent body under the UGC in 1994, with the objective of maintaining quality education in India. The system NAAC adopted originally was modified in 2007. The Higher Education institutions are assessed and accredited by a two-step approach. The first step is that the institutions require setting institution's eligibility for quality assessment. The second step is the assessment and accreditation of the institute under the grades. There are many grey areas. NAAC accreditation is criteria based. There are seven criteria - i) curricular aspects, ii) teaching learning and evolution, iii) research consultancy and extension, iv) infrastructure and learning resource, v) student support and progression, vi) governance and leadership, vii) innovative practices on basis of its assessment procedure. This conditions are anyway subjective. The assessment, which is done by NAAC, is also a formality. Instead of giving the accreditation process an outside agency like NAAC, it should be handled internally by the respective university.

4.5. OPEN AND DISTANCE LEARNING* MOOC'S

Replacing the classroom teaching and encouraging the distance learning is a new attempt of the Government. Distance Education and massive open online courses (MOOC's): India has huge opportunity in cross border supply of education through Distance education, E-education or Virtual education by Universities in India to students abroad. Distance learning on the internet is a more recent phenomenon. IGNOU has gained good reputation abroad in marketing education programmes at extremely cost competitive rates compared to similar courses from developed countries.

Distance Education is one of the modes out of four mode of supply under the GATS for the export of educational services.

Recent global development has been the advent of the Massive Open Online Courses (MOOC's). These courses as the name suggested are conducted online for hundreds of thousands of students without restrictions. Many platforms involving top-universities around the world are now engaged in MOOC's. Over 10 million students' globally have enrolled in thousands of such courses offered by just 3-4 MOOC's platforms. MOOC providers Courses enrolment had crossed 5 million, while another provider, MOOC providers Courses enrolment had crossed 5 million, while another provider had reached 1.3 million. Most providers are based in development countries. Despite this massive growth, a viable business model for MOOC's has not emerged. Several options are being

explored. This includes charging for assessment and credential but not for delivery, imposing delivery charges after students complete a certain number of courses, licensing courses to universities other than the original provider, levying charges for face-to-face events taking place in various locations and so on. However, recognition of degrees awarded through e-education is a major concern.

4.6. ABOUT INTERNATIONALIZATION OF EDUCATION:

The draft policy proposed internationalization of Higher Education. There are four aspects of Internationalization. One aspect is Distance Education that has been discussed. Other three are -

- i) Foreign Universities establishing campuses and/or collaborations in India to cater to India/foreign students.
- ii) Indian Universities establishing offshore campuses abroad.
- iii) Indian teachers travelling to foreign country to teach.

The USA is the largest exporter educational service in the world. Developing countries like India, China are the largest importer of educational services from USA, UK and Australia, to name the three main sources. Approximately, 3 lakh Indian students went abroad to study in 2014-15, out of which, 1 lakh has gone to USA. The estimated market size of Indian students studying abroad is about 17 billion dollar. It is quite clear that there is huge demand in India for quality education, which is being currently met by foreign universities abroad.

The burden of expenses borne by parents of the students going abroad from developing countries like India is huge and back-breaking. This could be avoided, if the existing Indian higher education institutes are helped to restore their old glories, with a new and modern touch as well by setting up new institutes, with adequate government support. **Several decades ago, many students from other countries used to come to study in many of our reputed universities;** they do not come now. On the contrary, the trend has been reversed.

For foreign universities intending to establish their campuses in India, several new sets of regulations have been formulated and placed before the parliament. These should be finalized and implemented.

4.7. FACULTY DEVELOPMENT

Government policy emphasized on the quality of teachers. At present 50 percent of the teachers are on contractual basis. It is proposed by the Draft National Policy on education that appropriate mechanism to be adopted for the recruitment of teachers. **It is to be noted that the teachers to be recruited both in degree and university level by the selection committee constituted as per norms laid down by the UGC** endorsed by the respective university statutes. After the appointment and approval by the University, State Government pays the Salary as per the recommendation of the pay commission.

Under draft NEP 2016, which has not yet been introduced, but Government position is clear. **Several cader post such as academic assitant, academic associates will be created.** The post and the expected salary will be lower than that of assistant professor. This will create a new layer in the given structure, their salary and mode of appointment is yet to be decided.

4.8. RESEARCH INNOVATION AND NEW KNOWLEDGE

The government is very keen to establish new research centre

and many commission established by UGC and MHRD proposed to establish new universities. However, the existing research centers established by the government have been suffering from the crunch of the resources. Many are getting close down, no facilities are provided, and funding in the science research project has come to a base level. The essential issues to be addressed are reviving of centers activates and allocation of the funds. Research should be conducted for the national reputation and prestige.

4.9. FINANCING EDUCATION

It is to be noted that Micro level Management of Education is the responsibility of the Government. There should not be any interference of the Government in the day to day administration of the university and colleges. One of the major responsibilities towards Higher Education is to make available adequate finance for its development. The quantum of financial support for education as a percentage of budgetary allocation has been **steadily declining for last 20 years partly due to financial crunch and partly due to ideological consideration.**

It has been clearly stated that the percentage of GDP allotted for education, which is at present 3.8 percent of GDP, out of that 1.8 percent is for Higher Education. There is a long standing demand that 6 percent of the GDP should be allotted for Higher Education. But in the present situation 6 percent is not enough. It should be minimum 10 percent of the GDP. It has been stated by P. Geetha Rani (2005) in her paper "Economic Reforms And Financing Higher Education In India" that *"the government and UGC are finding it increasingly difficult to even sustain the current level of funding to the institutions of higher education. Managing the present financial liabilities of the universities, especially the state universities, is in utter chaos"*.

Thus, the premise of Higher Education is very complicated. The future is not yet clear. The micro level data and picture is not even known to the authorities and policy makers. MHRD's data is mostly state level. It needs to be percolated upto the district and taluka level. More and more universities, both central and state have to undertake the surveys and analysis. **These data to be used to built up alternative model for Higher Education,** which will sort the challenges before us. Focus has to be shifted to minorities, more so muslim minorities. Marginalised communities such as S.C., S.T. and O.B.C. have to be brought in the main stream of development.

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