

# National Democratic Teachers Front

(For the Dignity of Teachers & Priority on Regularisation, Promotion and Pension for all)

13 August, 2019

## OPEN LETTER TO TEACHERS FROM A K Bhagi

Dear Friends,

Happy Independence Day!

I write to seek your support and vote in the forthcoming DUTA Presidential elections and for NDTF panel for DUTA Executive. I had been a soldier of the teachers movement for the last over two decades. I have served the teachers cause consistently as a member of the DUTA Executive, as a two times elected teacher representative on the DU EC & AC, Gen Secretary and later President of the NDTF. In whatsoever capacity I happen to be it had been my consistent endeavour to espouse the cause of teachers and teaching, to be instrumental in early Regularisation/Absorption, Promotion upto the level of Professorship, counting of past adhoc service & improving the serving conditions of teachers and parity for other Academic Staff including librarian, instructors etc., immediate release of additional teaching positions on account of EWS reservation implementation, no to EWS reservation on positions created and advertised before 1.2.2019, confirmation of teachers of Law Faculty and Education, Promotion of Teachers from due date & adding to the academic health, improvement and addition in infrastructure(class rooms, tutorial rooms, better library facilities, e-journals, more research grants, GFR without caps, better health scheme), restarting HBA, increasing Group Insurance from 8 Lakhs to 25 Lakhs and overall improvement environment of our university administrative system with a immediate action on DUTA's white paper against the inefficient VC & his removal.

### Major Issues

During the last 10 years the three unresolved issues, Permanent Appointments, Promotions and Pension have caused frustration amongst all sections of teachers. In their ambit they cover almost 90% of the teaching community. Adhocism and almost zero promotion are the results of (i) bad API-PBAS scheme, (ii) not sufficiently done by DUTA Presidents(2011 to 2019)for correction and implementation of UGC Regulations of 2010 of 6th Pay Revision (for four years 2010 to 2013, DU ordinances couldn't be amended that led to a huge back log on account of promotion and appointments) & (iii) in these eight years, DUTA Presidents belonging to DTF group surrendered before University Administration and allowed their full control of Appointments and Promotion process beyond the statutory provisions. The role of University is nothing beyond sending experts for Appointments and Promotion committees and our employer ie GB should deal with the rest in a decentralized manner, but DUTA leadership allowed the process being controlled by one Office, Dean of Colleges that has delayed and denied Appointments & Promotion in past several years even to the eligible cases of previous promotion scheme.

**1. Adhocism:** There are about 4500 young and talented teachers who have been forced to work in ad hoc capacity for years, despite existence of substantive vacancies. This owing to repeated experimentation with academic structures of undergraduate programs and also owing to machinations of university and college authorities not to make permanent appointments because adhocism provided them with pliant work force. Even the small window for substantive appointments, though only in selected departments, opened during Prof. Dinesh Singh's tenure as VC it was closed shut tight later by the present incumbent. Unfortunately, the DUTA led by DTF didn't make any concrete efforts to resolve the issue. It must be remembered during most of the last 10 years period there was not any legal hurdle or roster problem or any UGC ban on permanent appointments.

**2. No Promotions,** No upward placements under CAS : Whereas the period after the UGC Regulation 1998 was marked with thousands of teachers getting due promotions under MPS, and all Readers with 5 years experience getting placed at 7 increments stage(a mechanism responsible for all being later placed in the PB4), complete opposite is the case after UGC Regulations 2010. The API-PBAS introduced in 2008 Regulation was illogical, confused and complicated. It was an unmitigated academic disaster it has delayed and denied promotions and upward placements to over 3500 teachers of DU. Not a single teacher since 2009 had been placed in PB4 under the UGC Regulation 2010- repeat not a single through promotion under the scheme! Only those who became eligible under the 5th UGC Regulation were placed in PB4 on account of mechanical conversion of Pay Fixation formula. There is a valid and wide spread resentment against this forced stagnation. It is pertinent to mention the DTF and allies leadership of DUTA completely failed to even seriously take up the CAS issue. The 5th UGC PRC Regulation provided for Professorship in Colleges but the then VC famous for being close to the DTF leadership abolished the provision. No protest by DUTA? Strange, isn't it!

**3. Pensions:** Despite senior teachers appointed before 1st Jan 1986 winning the CPF-GPF case from the double bench of the Hon'ble High Court of Delhi, despite DU losing the case twice in the High Court, the University went to appeal in the Hon'ble Supreme Court of India on advise of MHRD. Not only this, the University authorities stopped the pension cases of even those who were legitimately placed in the GPF-cum-Pension-cum-Gratuity Scheme after exercising their options during the 1988-98 period. This was purely a vindictive action by the then incumbent VC. Senior and retired teachers have to spend lakhs of Rupees in the litigation processes forced on them. Some senior retired teachers have expired waiting for what was legitimately due to them.

Friends, I mention these issues, since they affect all sections of teachers. I assure you if elected to DUTA Presidentship I shall make DUTA take concrete, focused and result oriented steps to resolve the above issues and will not repeat the mistake made DTF persons elected as presidents in last four DUTA Election.

Friends, even when the NDTF is not in the office of DUTA President/any other Office Bearer position, we have made consistent efforts at the MHRD/UGC levels to forward the cause of teachers and achieved some major successes. The package of 7th UGC PRC on service conditions is a marked improvement upon the irrational 6th UGC PRC package of 2008. It may not be perfect but it gives huge relief to teachers. We also made extensive efforts to resolve the Roster issue for Constitutional Reservations for socially backward classes. 200 point Roster now has a constitutional backing. Professorships in Colleges and Senior Professorships in University Departments is now a part of the Regulations and now we have work to attain hurdle free upgradation upto a level of Professor Grade for all. Now a stage is set for Regularisation & Promotion to take place, as the university has amended its ordinances as per UGC regulations, 2018 and DUTA can't afford to repeat the same mistake as 2010. Your vote can make a difference in deciding the fate of teacher's movement. It has to become a result oriented body in line with the glorious past of prior to 2000. It can't be an instrument of mere opposition to feed a vested political interest that survive on rumors, spreading fears and continuation of unrest in society. The DUTA platform under no circumstances should be misused for appeasement of political party bosses or for their political agenda as being done openly by the DTF and their allies in past 5 years. I firmly believe the present VC Prof. Yogesh Tyagi has to be jolted out of his 'No Action' policy. He has deliberately followed this policy to cause frustration and unrest amongst teachers. Files sent to him don't move for months altogether. I assure you that based upon DUTA white paper on VC, his removal will be demanded with full force.

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For DUTA Presidentship

Friends, over centralisation of the processes of appointments and promotions by the university is basically responsible for endemic delays at the university office level. As the DUTA President it shall be my endeavour to decentralise the processes for expeditious conclusions. All the screenings of API scores, etc. can be done at the college levels, the university send its experts lists to colleges who may then convene the required selection committee meetings. This shall expedite the process.

I assure all adhoc teachers if elected it shall be my moral and binding duty to ensure absorption through modalities being framed following the legally valid and unchallengeable procedures. I have heard of nefarious attempts at introducing some dubious lacunae in the advertisements so as to stall the appointment process through later legal challenges.

Two precautions we have to take in this process. First, EWS seats should not eat into UR seats. In the case of OBC 27% reservations the total students intake was increase by 54% to keep UR seats at the same level. DUTA under my stewardship shall insist 10% EWS quota result in 25% increase in students intake thus keeping the strength of UR category unreduced. I assure you DUTA shall ensure regularisation of all.

Another issue is that of readjusting the Screening Points for calling teachers for interviews. The points for teaching experience, MPhil/M Tech, Research/books publications must increase in this re-adjustments. It is particularly necessary for DU because here teachers had spent long years as adhocs. They also didn't have a chance to complete their PhDs.

### **Other Immediate Vital issues:**

Date of eligibility under CAS: It is a normal practice that in promotions under CAS date of promotion is from the date of eligibility. But this VC has violated this sacrosanct principle for causing unrest and turmoil. In the recently held interviews for promotions in University Departments (Law and Education) the University has discriminately given promotions to many from dates later than their dates of eligibility, from date of interview This is patently illegal and must be contested. It is a handle for victimisation of teachers by delaying their date of eligibility for CAS promotions resulting in huge financial and prestige loss. One wonders why DTF leadership of DUTA is soft pedalling this crucial issue. I assure you this issue which has huge future implications for thousands of teachers shall be seriously taken and the Tuglaqan decision of Prof. YK Tyagi reversed.

**Guest Teachers** : The VC has created mess in the appointment of guest teachers. In Feb 2010 the UGC had sent a letter to all CUs and SUs which inter alia stated that Guest Teachers be appointed by the same selection procedure as is their for regular selections. Delhi University had over 65 Colleges and had been following the procedure determined by 2007 EC Resolution on the subject. The UGC never objected but now the VC has centralised even the guest appointments in Colleges. This is pure mischief aimed at causing delays and turmoil. Instead of resolving the issue in favour of expeditious appointments to such positions the collaborative DTF leadership is exploiting it's an election issue. This act of VC has resulted in huge loss of classes in colleges. The NDTF has taken up the matter with the UGC and hopefully it shall be resolved soon.

Differently Abled Teachers: It's unfortunate that some of enabling units that help teachers and students of this category are not being allowed to function to their potential due to unnecessary interference and control by administration. There is dire need to further strengthening these units and ensuring the timely reaching the grants and requirements for smooth teaching-learning process.

### **DUTA AGENDA IS COMMON; DIFFERENCE IS IN APPROACH FOR REALISATION OF DEMANDS**

It is not my intention to burden you with 'my agenda'. My agenda is the one decided by the DUTA GB. Demands are common. Only my approach, NDTF's approach, for achieving them is different. It is result oriented.

I must emphasise DUTA is the singular, the only, association of all teachers belonging to the entire spectrum of political ideologies (though dominant majority has no fixed political commitments). Therefore, the DUTA as a teachers body should have no fixed one sided political bias. DUTA has to agitate against all establishment centres (MHRD/UGC/VC) but at the same time enter into meaningful dialogues with them for negotiated settlements. In this crucial area the DTF has completely failed. It exploited the DUTA platform to fight the Modi government, and not seriously fight for teachers issues. It considered VC Y K Tyagi as its political ally and ignored his anti-teachers mischief completely. Attempt was only to perpetuate discontent amongst teachers and to exploit that discontent against the government. That no issue should be really resolved, so that the pot of discontent keeps boiling till the 2019 General Elections, was the apparent policy of the left DUTA leadership. Naturally the result would be ZERO achievement.

Past experience proves DUTA achieves positive results only when the leadership rises above its partisan politics and concentrate on issues. This is too obvious to need any explanation; history proves that.

Unfortunately, it was noticed that DTF - assisted by it's allies groups- had been engaged almost exclusively with rumour and fear mongering. Examples: all appointments shall be banned, only contractual tenure teachers in future, the government shall not constitute 7th UGC Pay Package Committee, Funding shall be on 70:30 ratio, HEFA means only loans- no maintenance Grants, etc. etc. All these were mischievously raised false alarms for fear mongering !! This has harmed us more than help and shifted the focus far away from real issues.

I shall conclude by making another observation. The leftists keep claiming they are great fighters, fighters against establishment, against government !! But their acts negate this claim. In Kerala and in WB, where communists were in power for more than two decades, service conditions of teachers are miserable. In DU the incumbent VCs represent 'establishment'. And the DTF leadership is mostly found in cosy hunky dory relationship with them. In Delhi AAP is in the government. And our left leadership is tied to the apron strings of AAP. In its fight with the DU the Delhi Government stopped grants of its 100% funded Colleges. But the DTF leadership was always seen to be soft towards the Delhi government. More than 2500 teachers and employees were affected but DUTA was soft paddling the issue. The incumbent VC of DU is ruining the University by his acts of omission and commission but the DUTA DTF leaders consider him as a convenient political ally.

But the leftists and their allies show great enthusiasm for sabre rattling against Modi and his government. That this is just a false bravado is indicated by one incident. The Principal of a College known as close to the left, and another Principal close to Congress, hatched a conspiracy to retire Associate Professors of Physical Education against the University Ordinances on teachers. Of course there was long agitation supported by all sections, particularly by NDTF. The DTF viewed that only as an issue against central government for electoral purposes. Round the clock dharna and hunger strike was organised for days in front of VC residence. But on 23rd May, 2019 when around 12 noon results started pouring massively in favour of BJP & NDA the Left and it's allies just packed up and left even though the issue was not yet resolved. It is another matter the NDTF played an effective role in laying foundation for the resolution of the issue.

Take another example of dishonesty of DTF and it's allies hypocrisy. In its politically motivated fight with the VC on GBs of Delhi Government Colleges the AAP government stopped the grants of all its 12 fully funded colleges. More than 2500 teachers and employees were put into severe financial stress. But for the left AAP's govt is its ally and must be protected. It launched no protest, no agitation, against AAP govt. Even today the grants are only partially released and teachers are suffering without arrears are being paid in these colleges but no response from left leadership of DUTA. Delhi government is not paying its 5% share in any of its other 16 colleges.

Friends, I finally conclude by exhorting you to install a DUTA leadership which will make full use of the favourable pro teachers environment created by the 7th UGC PRC Regulation, further expand the scope of this positivity, and finally resolve the unresolved issues of last 10 years. Let the DUTA leadership put into office by your blessings remove the dark negativity of the last one decade.

**I seek your support and vote for DUTA Presidentship by marking (☺) against my name on ballot paper & for maximum votes out of 15 votes to NDTF panel in DUTA Executive.**

With warm regards,

Yours Truly

**A K Bhagi**