

# **National Democratic Teachers Front**

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30th July 2019

Dear Colleagues,

NDTF is approaching through various means to all teachers for the forthcoming DUTA elections to be held on 29th August 2019 and sharing its vision and mission on teachers and university issues. It's time for a fair assessment and to decide the direction of approach that DUTA should adopt to resolve the issues in the next two years and restore the dignity of teachers through collective struggle and efforts. The NDTF is of the considered and firm view that DUTA is the only organisation of all teachers of DU comprising all ideologies and views. Therefore, NDTF has always respected and followed all the collective decisions of teachers irrespective of the group which led DUTA and the colour of Government at the centre or the VC of DU. It has always stood firmly with the united stand of teachers for advancing the cause of teachers, teaching & research, and betterment of academics of DU. It has never hesitated to confront with DU VC/UGC/MHRD when required. NDTF has always believed that agitational approach has to go in unison with logical presentations of issues and effective negotiations to achieve desired results. The focus of DUTA has to be on achieving positive results and not merely exhibiting militant postures, which unfortunately had been the approach of DUTA Presidents in the last few years. This led to a long list of unresolved issues of teachers for years. The DUTA needs to change its approach and must work for early resolution of long pending problems. The DUTA leadership should be such which critically examining the Government Policies on education and oppose when necessary by all means and get the corrections done, however, this common platform of teachers can't be used to please the DU administration or the political bosses. Unfortunately, the DTF led DUTA indulged in misuse of the DUTA, a body of common teachers, to overturn government than the policies. This approach of DTF led DUTA has harmed the interest of common teachers and delayed the Appointments, Promotions, Pension etc. NDTF believes that it's a time for gain through the implementation of Promotion Scheme, 2018.

Friends, issues of university and teachers are the same but thinking and approach are different to resolve these issues. DUTA led by DTF for the last eight years only increased unrest among teachers. Issues were raised but remained unresolved. Where ever NDTF got a chance (though NDTF was not leading DUTA directly) and played a pivotal and crucial role and got the following resolved in favour of teachers: return of FYUP, Workload, Service conditions, withdrawal of API PBAS, timely pay revision, defying Contractualisation, solving roster issue, defying fictitious 70:30 threat and continuation of full grants, retirement age threats, allowances, sanction of EWS expansion teaching positions etc etc. In reverse, the DTF misused the DUTA platform for their political gains and raised teacher-centric issues but not with the intention of solution. After all, no solution suits to their larger politics by creating unrest in society so their approach is in direction of creating fear and crisis.

NDTF's thinking and approach are always positive. The issues are examined critically and then through a combination of fight, struggle, pressure and dialogue, it tried to go for a solution in favour of teachers and university. Capitalise on gains and continue to fight for whatever remains. Never use the DUTA platform directly or indirectly to defend or justify VC or MHRD.

NDTF's top priorities include: Permanent Appointments/Regularisation/Absorption of all ad hoc colleagues and fill all positions in a legally tenable way with constitutional provisions of reservation to end adhocism that was allowed to grow since 2009, promotions with new scheme and counting of past Adhoc and other similar services, pension for all and old pension scheme in place of NPS, Introduction of Senior Professorships in University Departments and Professorships in colleges under CAS as per UGC regulations 2018, removal of 6th pay anomalies, good & easy medical scheme, etc.

## **NDTF deserves a fair chance to lead DUTA**

### **Permanent Appointments/Regularisation/Absorption**

It is a time for DU VC and College Principals to act and end the menace of adhocism in nearly 4000 teaching positions; that became unimaginable and academically unmanageable since 2009; through regularisation and give justice to young deserving colleagues working in Adhoc Capacity for years. They are being made to suffer by denying full benefits and also made to undergo the mental trauma of uncertainty and denial. Our female Adhoc colleagues have been denied their right of availing maternity and CCL leaves.

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**For DUTA Presidentship**

The principle of same work & equal pay has been denied to Adhoc Teachers by not giving them annual increments, LTC, Medical facility, Leaves etc. Today there is no hurdle for Permanent Appointments/Regularisation/Absorption to begin and Government of the day is also pushing for permanent appointments, however, our VC Saheb is slow. The university and the UGC must work out legally correct modalities to regularise those Adhoc Teachers who have worked satisfactorily for a significant period on a substantive post observing constitutional provisions for reservations. The UGC regulations are adopted and DU Ordinances have been amended by AC and EC so that appointments and promotions can begin in full speed. The 200-point roster is in place and there is no litigation now. Additional sanction of money for new EWS expansion teaching positions (though they are not enough and colleges need more) has been given 45 days ago. UGC has also called a meeting with Principal of each DU college on to settle OBC second tranche teaching positions which were denied for 10 years.

### **Implementation of CAS 2018 and Promotion to All from The Date of Eligibility**

Promotions of thousands of teachers up to the level Professorship in colleges and Sr Professorship in Departments are due and, in most cases, pending ever since irrational API PBAS was introduced by UGC in 2010. A fresh Ray of hope came when NDTF continuously fought and argued with the UGC after the new PRC was constituted. Through the firm resolve and help of teachers, NDTF could bring in the best Promotion Scheme for Teachers. It is simple and without the complexities of API PBAS scheme which was duly Gazette notified on 19 July 2018. These UGC regulations are now adopted (though with great difficulty, curtsey VC and his designs) and DU Ordinances have been amended by AC and EC so that promotions can now begin in full speed. Surprisingly, there is complete silence at the level of DU and its Colleges & of DUTA Office Bearers too.

In the new scheme, there is a provision for considering current and pending promotion cases with Adhoc and similar service count for promotion from first to the second level (though Teachers want it to minimum two levels). There is no API requirement in the new Promotion Scheme of 2018, and this scheme can be opted for Pending Promotion Cases too. This promotion scheme of 2018 gives relaxation from the condition of refresher and orientation courses till December 2018 and is much simpler. In this scheme, there is no need for prior screening of promotion applications by the university to send experts. Chairperson along with Principal of a college can hold selection committees and the role of the university is limited to sending experts and approving fixation of salary once the promotion is granted as per guidelines. The non-statutory role assumed by University Administration to scrutinize applications in 6th Pay Commission before sending expert panel has also contributed significantly in delaying and denying promotions of teachers. There is no such scope in UGC regulations, 2018. Therefore, promotion cases can be expedited.

In law faculty promotions; three Teachers promoted from due date whereas five from date of interview. The UGC regulations say CAS promotion has to be from the date of eligibility so university violated UGC regulations and DU promotion rules by not giving promotion to five teachers from the due date. The VC conveniently with a vested interest and ulterior political motives to create confusion among Teachers before DUTA Election, that promotions will not be granted from the due date. But he forgets that in the same Interview three are given promotion from back/due date.

### **Pension**

Pension is a right of all employees after retirement. Unfortunately, the university under the guidance of MHRD has filed an SLP against two categories (1&2) for employees who were appointed before 1 January 1986. Their number is limited and this SLP has discriminated among employees of the same category. The Government itself allowed the pension to category 3 as well as the biggest category called option category. NDTF once again demands from the University and MHRD to review their decision and withdraw the SLP to implement DB judgement of Delhi High Court and grant a pension to all.

### **White Paper on VC**

Ever since the present vice-chancellor had assumed office the university administration, both academic and administrative has gone for a toss. No action on any pro-teacher, pro-academic issue seems to be the policy of this VC and his administration. But if any negative decision is to be implemented the VC attempts to take it with double speed. All sections of teachers - Adhoc colleagues awaiting regularisation, young teachers waiting for promotions, professors waiting for the introduction of the senior professorship, retired and retiring teachers being denied pensions despite winning twice from the High Court, are frustrated. This VC has wilfully violated not only various pro teachers' directives from the UGC and MHRD but the University Statutes, Ordinances and established norms & rules. In the Law and Education Faculties, where promotions under CAS took place after years this VC illegally and discriminatingly gave them the status from different dates. Few were given the status from the date of eligibility but most others from a later date. The norm is that Promotion from the eligibility date. Hundreds of teachers had been served with 'recovery notices' for upward promotions which were done long back and were approved by the University itself. The VC derives sadistic pleasure in inflicting pains and tensions on teachers and employees.

NDTF had been consistently pressing DUTA for preparing a White Paper on the irregularities and illegalities committed by the VC and demand a visitorial enquiry. But the DTF leadership of the DUTA had consistently been avoiding this. One doesn't understand this secret footsie game between VC and DTF led DUTA. After a long pursuit and pressure by NDTF, the DUTA was forced to prepare the White Paper. But since its preparation and submission, the DUTA has shown no intent to seriously pursue this and didn't bother to call General Body to adopt it with a demand for his removal.

The NDTF seriously believe this VC is damaging not only teachers interests he is harming the academic health and ecosystems of DU. We shall pursue the demand for a serious enquiry against VC's functioning and his removal.

## **NATIONAL EDUCATION POLICY**

DUTA had always been the vanguard teacher movement in the country to offer its considered opinion on the basic contours of education policy, particularly as it impinges upon higher education except in last few years. DUTA under NDTF leadership shall play this vital role with the dedication and seriousness the NEP deserves. It is known that any policy document is not a static unchangeable one; it is a dynamically evolving document which is reviewed at all stages of its implementation. DUTA has to constantly engage itself with the MHRD and UGC on the various dimensions of issues involved.

NDTF believes that there is a need for comprehensive new NEP and we shall articulate its detailed response on Draft of NEP separately. Four vital dimensions need immediate focus on the DRAFT of NEP.

The first is the issue of 'Funding'. Under no circumstances the Government be allowed to abdicate its responsibility of adequately funding Universities and other IHEs. Funding from loans from institutions like HEFA is neither feasible nor desirable. This has its own limitations and shall encounter intense resistance if included in final report. Infrastructural developments and even maintenance of IHEs can never be allowed to suffer therefore in final report we wish Government should clarify about full funding by the central/state governments as the case may be.

NDTF is of the firm opinion that teaching - both undergraduate and post graduate- and research activities are seamlessly continuous and mutually complimentary processes. They cannot be separated. Therefore the proposal of the NEP Draft that to classify and create three types of Universities/IHEs, that is, Research Universities, Teaching Universities and Colleges requires a serious revisit and review. Teaching and Research can't be separated; good teaching creates good human inputs for research and good research in evolving front line areas in turn generate good inputs for teaching. You can't build a strong superstructure on weak base. In Delhi University the prestige of its post graduate studies and research activities is essentially because of excellent inputs from its constituent colleges and three years Hons programmes. That is the contribution of the historic academic Federal Character of DU. NDTF is committed to maintain the federal structure of DU and shall not allow any separation of its colleges from the University and fortunately the Draft NEP allows it.

The third issue is the resistance to the regressive provision in the Draft NEP that there is no need for elected elements in the governance structures of universities - no elected components in the statutory bodies of the universities. This has to be rejected while making the final report. Elected components are considered inconvenient by authorities but they provide important inputs which induce the university systems make corrective measures. They provide a critique to the functioning of systems- and a critique always help. In Indian tradition of it is wisely believed " Nindak Niyare Raakhiye...".

The fourth is continuation of three years UG programmes including Hons degree courses. Four years BEIEd(Graduation plus BEd) is a welcome step. Any other well thought of innovation is welcome but as one of the courses but can't be made compulsory for all to obtain Hons degree. The final policy document when released should mention it clearly.

## **LOCF and Syllabi Revision**

The UGC letter on the above subject in 2018 didn't press for a change of syllabi or change of core papers etc. and simply asked for defining and expressing modules in terms of knowledge, understanding, skills, attitudes and values. Also, broadly defining the academic standards expected of graduates of a programme of study. Whereas, all department CoC's reserve the right to make changes in syllabi but a minuscule number of users this opportunity to make politically motivated changes in syllabus of some social science subjects and literature. There are nearly 80 departments but serious objections are raised only on sets of syllabi of five departments: English, History, Political science, Sociology and Chemistry. Other departments have framed academic syllabi after extensive and collective participation of all sections of teachers. NDTF appreciates their efforts.

In the aforementioned four departments, however, coordinated efforts were made by a leftist group of teachers to introduce their ideological discourse as parts of the academic syllabi and one on repetition and some procedure. Both the contents of the Courses of Study and prescribed and suggested Readings make as well as the ideological commitments of most of the teachers who framed the aforementioned

recommendations make this amply clear. In the English syllabi, for example, well known left activist teachers dominated all the framing committees. Many of them were repeated in about 15 papers. Independent teachers or the ones with different ideological persuasions were consciously kept out in the name of GB's and practice of sending syllabus changes to college departments for comments have been discontinued. Now when there are protests at their machinations, they are raising the patently false bogey of 'Autonomy in Danger'. What is opposed and is in danger is their hegemony in determining what students shall study. This hegemony shall and must be challenged. Students are naturally concerned stakeholders. When they protested, they were denigrated as goons! In JNU, the attitude of these leftists over students' protest is laudatory, but in DU students', protest is decried by these hypocrites.

### **Other Issues to be Resolved on a Priority Basis**

Withdrawal of unwarranted and untenable recovery notices (most cases are TIME BAR as per DoPT OM of 2016) of previous Pay Commissions and salary fixation as per 7th Pay Revision without delay; Maternity and CCL leave for Ad-hoc teachers; Group Insurance to be enhanced; Retirement age for Librarians to be like that of teachers and their parity with teachers to be restored; promotion scheme for OMSP and other instructors & Programmer of Computer Centre and their parity with teachers; Priority on resolving college-specific issues; Full time teachers on temporary/ad hoc basis in place of teachers on leave as per UGC Regulations, 2018 and all other issues passed by DUTA from time to time.

Although Government has tried to strengthen the NPS NDTF is of the firm opinion that DUTA should pursue the GPF cum Pension cum Gratuity scheme for all those employees who were appointed after 1 January 2004.

Please Vote Support and Elect a result-oriented committed team of NDTF and aim for near 100 per cent voting to show teacher's strength on election day.

**Issued on behalf of NDTF Executive**

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**National Democratic Teachers Front  
seeks your Vote & Support for its result oriented committed team**

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**for DUTA Executive**

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DUTA election on Thursday, 29 August, 2019 at Art Faculty, North Campus  
from 10.00am to 5.30pm Please bring your college photo ID card