

National Democratic Teachers Front

To Empower Teacher's Movement & a Committed Team for Regularization and Promotions

VOTE A K BHAGI for DUTA President

and NDTF panel in DUTA Executive Elections on 29th August 2019 (10.00 AM to 5.30 PM)

The NDTF wishes to conclude this election campaign with a positive note of hope. We seek your support for A.K.Bhagi and his team with a categorical assurance that NDTF leadership of the DUTA shall focus to achieve positive and time bound results on vital issues which have negatively impacted teachers and teaching during the last 10 years. In this process we shall unite all sections of teaching community, including those having diverse ideological commitments, on a common cause. After all we have one umbrella organisation DUTA and all of us have to strengthen our teacher's collective under this common umbrella. The colour of the government cannot, at least should not, bias our approach. We have to struggle against all governments and its organs but this struggle has to keep teachers, teaching and research, academic ecology of the University system in focus. Struggle, agitations, etc. have to go hand in hand with positive results-oriented negotiation. That is the sure time-tested recipe for resolving demands and issues. NDTF shall follow this recipe.

Though all issues on DUTA Charter are important but resolution of two issues, absorption of serving ad hoc teachers through legally tenable process of regularisation and promotion and upward placements under CAS - processes stalled for a decade, are of historic and urgent importance. In their ambit they cover 4500 and 3000 teachers respectively, 7500 in all. This is huge number. Now that the 7th UGC PRC recommended 2018 Regulation is quite rational and teachers friendly, and there is no legal hitch on 'roster' NDTF led DUTA shall ensure the two issues are resolved in time bound manner. For this the processes shall require to be decentralised to remove causes of delays and denials. Also, the UGC shall be forced to release additional teaching posts under EWS reservations and 2nd tranche of OBC expansion. Also, NDTF assures that it shall ensure the Screening points for eligibility for being called for interviews shall be readjusted to help long serving ad hocs. Similarly, we shall make successful efforts to include ad hoc service for promotions eligibility. In the 2018 Regulation, there are provisions for professorship in colleges, senior Professorships in departments and professor status for college principals. We shall ensure this process should immediately start. Most important in this shall be the requirement of shaking this VC to come out of his deliberate slumber; otherwise he shall be forced out.

NDTF is fully committed for absorption of all ad hoc teachers who are working against substantive posts on and no to contractual appointments in DU&Time bound clearing of pending promotion cases.

NDTF doesn't want to enlist the negative points of our rivals. However, it is the general opinion of the teaching community that the period 2011-19 had been a wasted. Teachers are intelligent and discerning enough to gauge the reasons. In NDTF's opinion exploitation of DUTA as a political platform was basically responsible for this failure. In particular last 5 years had been exclusively devoted to politically fight Modi/NDA Govt. at the cost of teacher's issues. NDTF approach is different. All, repeat ALL, governments and their agencies have to be struggled against. But teachers' issues have to be at the centre of these struggles. Struggle and negotiations have to go hand in hand, complementing each other. That is the recipe of success of any collective organisation. NDTF shall follow this time-tested recipe.

Issues to be Resolved on Priority Basis

- Permanent Appointments/Regularisation/Absorption to end Adhocism in DU and its Colleges
- Time bound processing of pending promotion cases through new teacher's friendly promotion scheme announced by gazette notified UGC regulations 2018 adopted by DU by its ordinances being amended
- Removal of pay anomalies of 6th pay commission that denied principle of natural justice where seniors pay is less than that of junior
- Retirement age for Librarians to be as 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 teacher's
- Withdrawal of SLP filed in pension case
- Counting of full past service (ad hoc and post-doctoral)
- Strengthening of medical facilities and adding cash less hospitals in university list
- Action on DUTA white paper for removal of non-functional of VC
- To end mess created by university in the matter of appointing guest faculty in Departments and Colleges
- To save guard the interest of serving Adhoc Teachers who have served the University and colleges through a legally correct modalities to regularise them on a substantive post observing constitutional provisions for reservations.
- The fine tuning and correction of UGC Regulations screening criteria for increasing weights for teaching experience, research articles, for M Phil and M Tech (to be included) in proportionate to Ph D and include articles, books, chapters in book, seminar paper etc.
- The above screening criteria and the years of service be used for the absorption of Ad hoc Teachers with one-time special provision/ordinance to save guard the interest of working ad-hoc teachers in DU and its Colleges.
- Additional sanction of money for new EWS expansion teaching positions and to settle OBC second tranche teaching positions
- No to EWS reservation on the positions created prior to 1.2.2019
- No to EWS at Associate Professor and Professor levels.
- Getting the exclusion of income from the position where an Adhoc or Guest Faculty is teaching while applying for permanent/adhoc position shouldn't be included as income for determining the eligibility under EWS category
- Settlement of 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 leave for Ad-hoc teachers; Group Insurance to be enhanced
- Priority on resolving college-specific issues
- Full time teachers on temporary/ad hoc basis in place of teachers on leave
- Adoption of UGC appointed Anomalies Committee report to UGC on 7th Pay Revision. This Committee should also consider the points raised by NDTF and DUTA
- Concordance Tables for fixation of pension
- To remove the objectionable points of NEP such as no elected representation of teachers in statutory bodies, probation period beyond one year, commitment for 100% govt. funding to central universities and colleges etc.
- Letter of confirmation to Law Faculty Assistant Professors
- Correction of date of recently promoted teachers from date of interview to date of their original date of eligibility.

NDTF played an Active & Decisive role to achieve following through UGC Regulations, 2018 and It's a time to get these implemented through DUTA support

No requirement of API for promotions up to Associate Professor level; promotion by simple filling of self-appraisal proforma; pending promotions can also be considered as per optional API free promotion scheme of UGC regulations 2018 or by relaxed API scheme; promotion to **Professorship in colleges and Senior Professorship in university departments under CAS**; college level selection committees for associate professor and professor promotion; advance increments for PhD and M Phil as earlier; Controversial formula of 50:30:20 for recruitment at assistant professor **scrapped**; 20% of the faculty strength can avail study leave for PhD; college principals will now be designated as **Principal Professors** and will rejoin as professors on completion of their term as principal; principals may get second term of 5 years only after assessment; uniform screening method for assistant professor in all universities and colleges; **all allowances** such as **HRA, TA, DA, pension, gratuity, children education allowance, LTC and Medical** in consonance with central government employees and from **same date as effective for central government employees**; regulations clearly mentions to avoid appointments of **contractual teachers**, so no need to be adopted in DU; **Earn Leave** to be given to teachers, if vacations are curtailed; **no compromise in promotion date** due to study leave/CCL/maternity and all other paid leaves; **No compromise in promotion date, if Orientation and refresher course is not done in span period upto 31, December, 2018**; **Research Scores** for professorship and for the post of Principal shall be counted for both **peer reviewed refereed and UGC listed journals**; both **supervisors and co-supervisors** for PhD in joint supervision to get equal research scores; both **project investigators and joint investigators** to get equal research scores; **Research scores** for state/national teaching awards and fellowship; **House Building Advance** facility withdrawn in last Pay Commission restored; **counting of past ad hoc service** allowed as for the first time in regulations; **Physical Education** in the list of teaching subjects for appointments;etc.

NDTF has taken up the task on itself in getting anomaly of revised salary of 8000 AGP rectified and getting new revised pension tables prepared for smooth implementation of revised pension. The UGC recommendations are already being sent to MHRD for necessary approval and is expected very soon.

UGC is also to issue clarification that CAS promotion date can't be changed by selection committee and promotion to be given from date of eligibility.

NDTF also played a crucial and decisive role in solving many other long pending issues in last 5 years•Stopping VC from passing contractual appointments ordinance in EC •Resolved Roster issue by convincing Govt to bring bill in parliament and opening opportunity for regularization as per constitutional provisions of reservation • Ensured rejoining of all adhoc colleagues on every renewal and more specifically after SC decision on roster by maintaining status in colleges through UGC letter on 19 July, 2018 •NET Exemption for Ph.D. holders (prior to 2009 and thereafter) • Parity to MTech. as that of M.Phil. • Restoration of External Examiner Scheme for Practical Examination wherever applicable • Defying attempt of St. Stephens College Governing Council to grab more powers beyond University Rules and obtaining Autonomous status • Expanding the list of hospitals and pathological lab etc. (notification has been issued) • Withdrawal of controversial readings from the DU syllabus • Teachers and students friendly M.Phil./Ph.D. ordinance VI B allowing college teachers to become Ph. D. supervisors at par with department teachers (it was withdrawn and made discriminatory by previous regime) • Roll Back of FYUP • **Stopped Autonomous College scheme in DU**

Appeal to all teachers not to pay attention to the rumors spread by vested interest groups and vote for NDTF panel as it is in the BEST POSITION to resolve teachers' issues and for smooth implementation of teacher's friendly promotion scheme through its honest struggle and persuasive abilities under a common DUTA platform.

..... Issued on behalf of NDTF executive

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

BALLOT NO.

1 Dr. A.K. Bhagi

(M) 9810241724

akbhagi@gmail.com

Department of Chemistry

Dyal Singh College

for DUTA Presidentship

&

BALLOT NO.

5 Dr. Harendra Kumar Singh

M. : 9999228195

dr.harendra@gmail.com

Department of Political Science

Shaheed Bhagat Singh Evening College

7 Ms. Looke Kumari Khanna

M. : 9971475815

luke.khanna19@gmail.com

Department of Political Science

Bharati College

8 Mr. Mahendra Kumar Meena

M. : 7011216745

mksehra@gmail.com

Department of Chemistry

Shivaji College

17 Dr. Tarun Kumar Garg

M. : 9811269532

tkgarg@satyawati.du.ac.in

Department of Mathematics

Satyawati College

for DUTA Executive