

# WEST BENGAL COLLEGE & UNIVERSITY TEACHERS' ASSOCIATION

(REGISTERED UNDER ACT XXI 1860)

89, MAHATMA GANDHI ROAD, KOLKATA-700 007

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Ref. G-17/3/2018

22nd March, 2018

To

Dr. Partha Chatterjee

Hon'ble Minister –in-charge

Higher Education Department

Govt. of West Bengal

Bikash Bhavan

Salt Lake

Kolkata- 700091

## MEMORANDUM

Sir,

Today in the call of West Bengal College and University Teachers' Association thousands of ad-hoc appointed teachers from different parts of Bengal assembled in Acharya Sadan, Karunamayee, Salt Lake and marched towards Bikash Bhavan demanding Definite Pay Scales and Definite Service Condition for all Categories of ad-hoc teachers serving in different capacities in the colleges and universities across the state.

Sir, you are aware of the fact that the Part Time Teachers in West Bengal used to serve in very humiliating conditions with very meager pay. Earlier, WBCUTA organised sustained movement for the upliftment of the pay and service security of these section of teachers. As a result Government of West Bengal incorporated Part Time Teachers in the pay packet system in the year 2009-10 with a regular increment after definite period of service. Same benefit was bestowed upon the Contractual Whole Time Teachers of the state also. Subsequently PTT and CWT Teachers achieved the benefit of Gratuity at the end of their service. However, such achievements were far less than what they deserved. Moreover an embargo was imposed upon the recruitment of Govt. approved PTT and CWT Teachers since the year 2011. This resulted in large scale appointment of College appointed Part-Time, Contractual, Guest Lecturers and Librarians who became prey to extreme exploitation by the authorities. They are under- paid and constantly under the threat of termination by the authority.

Today's "Bikash Bhavan Abhijan" had been organised by WBCUTA to seek justice for all section of Ad-hoc teachers and College appointed Librarians in this state. Since appointments in substantive posts are diminishing day by day and new posts have not been created as per the requirement of UGC norms, these Ad-hoc teachers are the sheet –anchor in running academic activities in many colleges and universities across Bengal. In fact, Government approved PTT and CWT Teachers act as head of the departments, Bursar and perform active part in Board of Studies also. But they are not entitled for many other benefits enjoyed by the substantive teachers.

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The Teachers appointed by the college as Part-Time or Guest Lecturers do not even get any appointment letter in the time of recruitment in most of the colleges and they can earn no money during the recess period or vacation.

WBCUTA therefore will continue sustained movement for all types of Ad-hoc teachers working in colleges and universities in favour of the following demands:

- Service Security and Right to work with the 'dignity of teacher'
- Definite Pay Scales and Definite Service Conditions for all types of Ad-hoc Teachers and Ad-hoc Librarians in the State
- Immediate inclusion of all Guest Lecturers and College appointed Part-Time, Contractual Teachers and Librarians appointed during the period 2011 to 2018 in the Government Pay Packet until the matter is addressed properly for final settlement.
- Equal Pay for equal work

We hope this long standing demands of all categories of Ad-hoc teachers and Librarians will be fulfilled with due priority. Otherwise WBCUTA will have no option but to launch greater and militant movement throughout the state.

With regards,

Thanking you,  
Yours sincerely,



(Srutinath Praharaj)

General Secretary

WBCUTA

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