

MOVEMENT RESOLUTION OF THE 29TH STATUTORY CONFERENCE OF AIFUCTO
HELD IN SHIRDI DURING 18-20 DECEMBER, 2017

The MHRD has issued notification on Scheme of revision of pay of teachers (7th PRC), in a letter to UGC (No.1-7/2015-U.II (2) Government of India Ministry of Human Resource Development Department of Higher Education New Delhi), dated 2nd November, 2017. **This, 29th Statutory conference of AIFUCTO held at Shirdi, Maharashtra on 18 – 20 December 2017, expresses deep disappointment and dissatisfaction that:**

- (a) the MHRD notification on 7th UGC PRC contradicts the Cabinet decision of 11 October 2017 on the aspect of Central assistance to states for pay-revision and stipulates that central assistance will be limited to 50% of the additional burden for a period of 39 months only. This will lead to denial of pay-revision in several states;
- (b) the Central government has completely shrugged off the obligation placed on it by the Constitution and the UGC ACT 1956 to bring mandatory provisions for implementation of 7 PRC in the country and left it to the “wish” of the states;
- (c) the anomalies of the previous pay-revisions are not resolved despite assurances by the MHRD and UGC. Hundreds of Court cases have been filed by adversely affected teachers in High Courts and Supreme Court. Most unfortunately, the rectification of anomalies is subject to suggestions from Finance Ministry which will amount to denial of demands;
- (d) Shockingly, the 7th UGC PRC report is yet to be shared with AIFUCTO and put in the public domain;
- (e) there is complete omission of the pay scales and other issues related to Ad-hoc, Part time, Contractual and Guest teachers who work under most exploitative service conditions with below minimum wages. This is an indicator of insensitive and callous attitude of the government, ignoring several landmark judgements, including the Supreme Court Order on “Equal Pay for Equal Work”;
- (f) another significant omission is issuance of a clear declaration that the 7th UGC Pay revision scheme is also applicable to unaided institutions

This Conference expresses its shock and severely criticises:

- (i) Denial of incentive increments for M.Phil. and Ph.D. both at the entry point and during service years;
- (ii) Discriminatory policy towards Principals by downgrading their status from Professor’s level to that of Associate Professor;
- (iii) the lowest hike for incumbent Teachers. The fitment formula for incumbent teachers on 1.1.2016 is retained at 2.57 which amounts to a measly 14.27% increase: the lowest in independent India;
- (iv) No provision of Professorship in colleges;
- (v) No mention of parity of Librarians and DPEs with teachers in terms of designation, service conditions and the age of retirement;

(vi) Omission of pay scales of Tutors/Demonstrators, coaches, accompanists etc;

(vii) No reference to Pension benefits

In view of the striking anomalies in the Notification, this Conference resolves to build a militant movement by unifying all sections of teachers in higher education, including contractual, part-time and ad hoc teachers for the following demands:-

- 1) Immediate publication of the 7th UGC PRC report and decisions of the UGC taken in its meeting on 22 February 2017.
- 2) 100 percent financial assistance for uniform and simultaneous implementation of 7th UGC Pay- revision.
- 3) Arrangement of Mandatory Regulations issued by UGC in accordance with the powers conferred on it by the Constitution of India and UGC Act.
- 4) Removal of all Anomalies of earlier pay- revisions as the AIFUCTO has already addressed these anomalies to the Chouhan Committee.
- 5) v) Benefit of 7th UGC Pay- revision to all sections– Regular/ Ad hoc/ Part time/ Contractual teachers.
- 6) Immediate filling of all vacant posts on regular basis
- 7) Enforcement of constitutional obligation of regulatory bodies to bring about parity in service conditions of un-aided sections with those of aided, as ruled by the Hon'ble SC from time to time.
- 8) Implementation of Supreme Court Order on “Equal Pay for Equal Work”
- 9) Scrapping the proposed regulation of Graded Autonomy for institutions
- 10) Enhancing budgetary allocation for Education to at least 6% of GDP

The 29th Statutory Conference of AIFUCTO gives a call for massive and continuous Protest Actions during the forthcoming Parliament session and the future Action plan to be chalked out by the next NEC meeting