

kerala private college teacher

സംസ്ഥാന സമ്മേളനം
മാർച്ച് 9, 10, 11
തിരുവനന്തപുരത്ത്



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എ.കെ.പി.സി.ടി.എ 32-ാം സംസ്ഥാനസമ്മേളനം മാർച്ച് 9, 10, 11 തിരുവനന്തപുരത്ത് സ്വാഗതസംഘം രൂപീകരിച്ചു

എ കെ പി സി ടി എ 32-ാം സംസ്ഥാന സമ്മേളനം വന്ദിച്ചവിജയമാക്കിത്തീർക്കാൻ തിരുവനന്തപുരത്തു ചേർന്ന സ്വാഗതസംഘരൂപീകരണയോഗം തീരുമാനിച്ചു. ജനുവരി 23നു നടന്ന യോഗത്തിൽ സിൻഡിക്കേററംഗം എസ്.എസ്. പോറ്റി അധ്യക്ഷത വഹിച്ചു. നൂറിലധികം അംഗങ്ങൾ പങ്കെടുത്തു. ജനറൽസെക്രട്ടറി പ്രൊഫ. ജി. മാധവൻ നായർ സമ്മേളനത്തിന്റെ പ്രാധാന്യം വിശദീകരിച്ചു. മൂന്നുദിവസങ്ങളിലായി വിദ്യാഭ്യാസ-സാംസ്കാരിക സമ്മേളനം, ട്രേഡ് യൂണിയൻ-വനിതാസമ്മേളനങ്ങൾ, കലാപരൽ പ്രോഗ്രാം എന്നിവ നടത്തുന്നതാണ്. മാർച്ച് 10ന് വന്ദിച്ച അധ്യാപകപ്രകടനം നടക്കും. സമ്മേളനത്തിന്റെ വിജയകരമായ നടത്തിപ്പിനായി സിററിമേയർ രക്ഷാധികാരിയും, എം. വിജയകുമാർ എം.എൽ എ. ചെയർമാനും, കെ.വി. രാജേന്ദ്രൻ വർക്കിംഗ് ചെയർമാനുമായി 501 പേരുള്ള സ്വാഗതസംഘവും, 101 പേരുള്ള എക്സിക്യൂട്ടീവ് കമ്മിറ്റിയും രൂപീകരിച്ചു. സംഘടനയുടെ ജനറൽ സെക്രട്ടറിയായിരിക്കും ജനറൽ കൺവീനർ.

യോഗത്തിൽ സർവ്വശ്രീ.കെ.വി. രാജേന്ദ്രൻ,എസ്.സോമൻ, കെ.വി.ദേവദാസ്, പ്രൊഫ. ആർ.ആർ.സി. ബാലകൃഷ്ണൻ നമ്പ്യാർ, ആർ. രാഘവൻപിള്ള, ബാലകൃഷ്ണൻ, വാമനപുരം ഗോപി, ഡോ. ജയദേവദാസ്, ഡോ. മോഹൻലാൽ, രാമചന്ദ്രൻ, രാജ് മോഹൻ, ഹരീന്ദ്രനാഥ്, കുഞ്ഞുമോൻ, എൻ.എസ്. അജയകുമാർ തുടങ്ങിയവർ സംസാരിച്ചു. സെക്രട്ടറി പ്രൊഫ. ടി.എൻ. രാമൻപിള്ള സ്വാഗതവും ജില്ലാസെക്രട്ടറി ശ്രീ.കെ.പി. മാത്യു കൃതജ്ഞതയും പറഞ്ഞു.

ബ്രാഞ്ചുസെക്രട്ടറിമാർ ശ്രദ്ധയിടുക:

സംസ്ഥാന സമ്മേളനത്തിന്റെ തയ്യാറെടുപ്പുകൾ തിരുവനന്തപുരത്ത് ധൃതഗതിൽ നടക്കുകയാണ്. സമ്മേളനം വിജയിപ്പിക്കാൻ ബ്രാഞ്ചുകളിൽ ഉജ്ജ്വലമായ പ്രവർത്തനം ഉണ്ടാകണം. സമ്മേളനത്തിന്റെ സന്ദേശം എല്ലാ അധ്യാപകരിലും എത്തിക്കണം. ബാനറുകൾ, ബോർഡുകൾ, നോട്ടീസുകൾ- എല്ലാം ബ്രാഞ്ചുകളിൽ ഇപ്പോഴേ തയ്യാറാക്കുക. പോസ്റ്ററുകൾ സ്വാഗതസംഘം എത്തിക്കുന്നതാണ്.

കുപ്പണുകൾ കിട്ടിയിരിക്കുമല്ലോ. എത്രയും വേഗം പണം പിരിച്ച് അയച്ചുതരിക.

പ്രകടനത്തിലും, വനിതാസമ്മേളനത്തിലും പരാവധി അംഗങ്ങളെ പങ്കെടുപ്പിക്കുന്ന കാര്യം പ്രത്യേക ശ്രദ്ധയിടുക.

—സ്വാഗത സംഘം

സംഗീതം കരീകാലിപ്പണി ചെയ്തവരുടെ സമരകാവ്യം

കേരളത്തിലെ കോളേജ്-സർവ്വകലാശാലാ അദ്ധ്യാപകർക്ക് യു.ജി.സി. സ്കീം നടപ്പിലാക്കണമെന്ന് ഇടതുപക്ഷ ജനാധിപത്യ മുന്നണി തീരുമാനിക്കുകയും അത് എല്ലാ അദ്ധ്യാപകർക്കും നടപ്പാക്കുന്നതിനുള്ള കേന്ദ്രസഹായം നേടിയെടുക്കാൻ ഗവൺമെന്റ് തലത്തിൽ പർച്ചകളും പ്രവർത്തനങ്ങളും നടന്നു കൊണ്ടിരിക്കുകയും ചെയ്യുന്ന ഈ സന്ദർഭത്തിൽ ചില അദ്ധ്യാപക സംഘടനകൾ പ്രഖ്യാപിച്ചിരിക്കുന്ന പണിമുടക്ക് അപ്രസക്തവും രാഷ്ട്രീയ പ്രേരിതവുമാണെന്ന് എ കെ പി സി ടി എ ജനറൽ സെക്രട്ടറി പ്രൊഫ. ജി. മാധവൻ നായരും എ കെ ജി സി ടി ജനറൽ സെക്രട്ടറി പ്രൊഫ. എസ്. സോമനും സംയുക്തമായി പ്രസ്താവിച്ചു.

കോളേജാധ്യാപകർക്ക് യു ജി സി സ്കീം നേടിയെടുക്കുന്നതിനുവേണ്ടി കഴിഞ്ഞ 15 വർഷമായി എ കെ പി സി ടി എ യും എ കെ ജി സി ടി യും നിരന്തരം പ്രക്ഷോഭരംഗത്തായിരുന്നു. അന്നൊക്കെത്തന്നെ അദ്ധ്യാപക ദ്രോഹകരമായ നിലപാടു മാത്രമാണ് ഇന്നത്തെ ഈ സമരക്കാർ സ്വീകരിച്ചിട്ടുള്ളത്. യു ജി സി സ്കീം നടപ്പിലാക്കിക്കിട്ടുന്നതിനുവേണ്ടി 1981-ൽ സംഗീതം കോളേജാധ്യാപകർ അനിശ്ചിതകാല പണിമുടക്ക് നടത്തിയപ്പോഴും 1987-ൽ കേന്ദ്രഗവൺമെന്റുത്തരവിലെ അദ്ധ്യാപക ദ്രോഹകരമായ വ്യവസ്ഥകൾ മാറ്റി എല്ലാ

സംഗീതങ്ങളിലും ഒരേപോലെ പരിഷ്കാരം നടപ്പാക്കണമെന്നാവശ്യപ്പെട്ടുകൊണ്ട് രാജ്യത്തൊട്ടാകെ കോളേജ്-സർവ്വകലാശാലാ അദ്ധ്യാപകർ പണിമുടക്കു നടത്തിയപ്പോഴും ഇപ്പോൾ പണിമുടക്കു പ്രഖ്യാപനവുമായി ഇറങ്ങിത്തിരിച്ചിരിക്കുന്ന ഇവർ സ്വീകരിച്ച വഞ്ചനാപരമായ നിലപാട് അവർ മരണാലും കേരളത്തിലെ കോളേജാധ്യാപകരും ജനങ്ങളും മറക്കുകയില്ല. ഇന്നിപ്പോൾ യു ജി സി സ്കീം നടപ്പാക്കുമെന്നു വന്നപ്പോൾ അതിന്റെ പിന്തുടർച്ച തങ്ങൾക്കാണെന്ന് വരുത്തിത്തീർക്കുന്നതിനുവേണ്ടിയാണ് ഇപ്പോഴത്തെ ഈ സമരം.

യു ജി സി സ്കീം നടപ്പിലാക്കുന്നതിനെ സംബന്ധിച്ച് ഗൗരവമായി പഠിക്കാനും പരിഗണിക്കാനും തയ്യാറായത് ഇടതുപക്ഷ ജനാധിപത്യ മുന്നണിയും മുന്നണി ഗവൺമെന്റും മാത്രമാണ്. സ്കീമിന്റെ വിശദാംശങ്ങൾ അദ്ധ്യാപക സംഘടനാപ്രതിനിധികളുമായി ജനുവരി 17-ന് ഗവൺമെന്റ് ചർച്ച ചെയ്തത് ഈ പശ്ചാത്തലത്തിലാണ്. മാർച്ച് 31-നു മുൻപ് കോളേജാധ്യാപകർക്ക് യു ജി സി സ്കീം നടപ്പാക്കുമെന്ന് ഇടതുപക്ഷ ജനാധിപത്യ മുന്നണിയും ഗവൺമെന്റും ഉറപ്പുപറഞ്ഞിട്ടുണ്ട്. ഈ സാഹചര്യത്തിൽ ഈ സമരക്കാരുടെ കെണിയിൽ പെട്ടുപോകാതെ ദുരുപദിഷ്ടമായ നിർദ്ദിഷ്ട പണിമുടക്കാഹ്വാനം തള്ളിക്കളയണമെന്ന് മുഴുവൻ കോളേജാധ്യാപകരോടും പ്രസ്താവനയിൽ അഭ്യർത്ഥിച്ചു.

പുതാധിപസമിതി : വി. നാരായണൻകുട്ടി, ജി. മാധവൻനായർ, പി. ജി. ചന്ദ്രശേഖരൻനായർ, പി. നരേന്ദ്രൻ, ആർ. രമാകാന്തൻ, ആർ. രവീന്ദ്രൻനായർ, കെ. പി. ദിവാകരൻ നായർ (മാനേജിംഗ് എഡിറ്റർ) വി. എൻ. മുരളി (എഡിറ്റർ)

സഫ്ദർ ഹാശ്മി: ഒരനുസ്മരണം

-എൻ. ആർ. ഗ്രാമപ്രകാശ്

1990 ജനുവരി 2

തലസ്ഥാന നഗരിയിലെ ഒരു തെരുവിൽവെച്ച് നാടകപ്രതിഭയായ ഹാശ്മി കൊലചെയ്യപ്പെട്ടിട്ട് ഒരു വർഷം തികയുന്നു

സഫ്ദർഹാശ്മി ഒരു കോളേജ് അധ്യാപകനായിരുന്നു. നാലക്കശബളം, സദാ പരിചരണവുമായി സ്നേഹമായിരുന്ന ഭാര്യ, വാത്സല്യം നുകരാൻ മക്കൾ, ടി. വി, ഫ്രീഡ്ജ് ഇരുപ്രകവാഹനം തുടങ്ങിയ സൗകര്യങ്ങൾ. ചെറിയ കുടുംബം സന്തുഷ്ട കുടുംബം! ഇങ്ങനെയൊക്കെ ജീവിക്കാനാവുമായിരുന്ന ഒരാളായിരുന്നു ഹാശ്മിയും. പുറത്തേക്ക് തുറക്കുന്ന ജനലുകൾ കൊട്ടിയപ്പോൾ, പുറംലോകത്തെ അന്യമാക്കി, നയിക്കാമാറിരുന്ന, ശാന്ത ഭദ്രമായ കുടുംബജീവിതത്തിന്റെ ആഘോഷങ്ങൾ വലിച്ചെറിഞ്ഞ് അശാന്തമായ ജനപദങ്ങളിൽ സ്നേഹത്തിന്റെയും സ്വാതന്ത്ര്യത്തിന്റെയും പോരാട്ടത്തിന്റെയും സഹനത്തിന്റെയും സങ്കീർത്തനങ്ങളുതിർക്കാൻ, കലാലയത്തിന്റെ പടവുകളിറങ്ങിയപ്പോൾ ഹാശ്മി നമ്മിൽ നിന്നു വ്യത്യസ്തനായി. താൻ സ്നേഹിച്ച, തന്നെ സ്നേഹിച്ച, അധഃസ്ഥിതവർഗത്തിന്റെ വിമോചന സമരങ്ങളെ ഫലപ്രദമായി സഹായിക്കാൻ തടസമെന്നു തോന്നിയ നിമിഷം അധ്യാപകന്റെ വേഷം അഴിച്ചുവെക്കുകയും മുഴുവൻ സമയപൊതുപ്രവർത്തകനാവുകയും ചെയ്തപ്പോൾ ഹാശ്മിയും അസാധാരണക്കാരന്റെ നിരയിലായി. സാമ്പത്തിക സുരക്ഷിതത്വത്തിന്റെ പട്ടുകൂടകീഴിലിരുന്ന് ലാറിനമേരിക്കയും നവീന ഇടതുപക്ഷവും വിപ്ലവങ്ങളും വാക്കുകളിൽ പ്രക്ഷേപിച്ചുകൊണ്ടിരിക്കുന്ന ബുദ്ധിജീവികൾക്കുവേണ്ടിയെടുത്ത സഫ്ദർഹാശ്മി സമ്മാനിച്ചത് ഒരു മുഴുവൻ പരിഹാസച്ചിരിയുമാണ്. കവിയും സംഗീതജ്ഞനും നാടകകൃത്തും നടനും ഇങ്ങനെ സവിശേഷകഴിവുകളാൽ അനുഗൃഹീതനായ ഹാശ്മി, പണിശൈലികളിൽ വിയർപ്പൊഴുക്കുന്നവരോടും നഗരത്തിന്റെ മുഷിഞ്ഞ ഓരങ്ങളിലും ചേരികളിലും ദുരിതം കേഴിക്കുന്നവരോടും നിന്ദിതരും പീഡിതരുമായ

മുഴുവൻ ജനങ്ങളോടും സാത്മ്യം പ്രാപിക്കുകയും അവർക്കായി തന്റെ പ്രതിഭയെ, കഴിവിനെ, ആരോഗ്യത്തെ പങ്കുവെയ്ക്കുകയും ചെയ്തു. മുപ്പതു പതിറ്റാണ്ടുകളുടെ പക്ഷതയാർന്ന ജീവിതാനുഭവങ്ങളാണ് ഹാശ്മിയെ തൊഴിലാളി വർഗത്തിന്റെ ചേരിയിലെത്തിച്ചത്.

വർഷങ്ങളായി ദൽഹിയിലേയും പ്രാന്ത പ്രദേശങ്ങളിലേയും പുരോഗമന കലാപ്രവർത്തനങ്ങളിൽ ഹാശ്മി ഊർജ്ജനാളമായി തുടിച്ചുനിന്നു. ഈ നാളമാണ് 89 ജനുവരി 2നേരണവർഗ്ഗകീകരന്മാർ ഊതി കെടുത്തിയത്. കാരണം ഹാശ്മിയുടെ നേതൃത്വത്തിലുള്ള 'ജനനാട്യമഞ്ചി'ലെ കലാകാരന്മാർ അവതിരപ്പിച്ചുകൊണ്ടിരുന്ന തെരുവുനാടകങ്ങളിൽ നിന്നുയർന്ന ഉഷ്ണക്കാറ്റാണ് അന്തഃപുരങ്ങളിൽ അടിച്ചുകയറിത്തുടങ്ങിയിരുന്നു. വലിയ ജനകൂട്ടത്തെ ആകർഷിച്ചുകൊണ്ട് രാജധാനിയിലെ തെരുവുകളിൽ നിന്ന് ജനവിരുദ്ധ ഭരണക്കാരുടെ നെഞ്ചിനു നേരെ പടർത്തിയ രോഷത്തിന്റെ തീനാമ്പുകളെ തല്ലിക്കെടുത്താതെ നിർവ്വാഹമില്ലെന്ന ഭീഷണമായ ഒരു വികാരത്തിലേയ്ക്ക് ഭരണവർഗ്ഗകീകരന്മാരെ നയിക്കുമാറ് ശക്തവും ഉറച്ചതും പരുഷവുമായ പ്രമേയ വാതരണ രീതിയായിരുന്നു ജനനാട്യമഞ്ചിനുണ്ടായിരുന്നത്. 'ഹല്ലാ ബോൽ', 'അപഹാൻ' ഭായി ചരഗോ', 'ഔരത്', 'രാജാ കാബാജ്' തുടങ്ങിയ തെരുവുനാടകങ്ങളെല്ലാം ജനങ്ങളുടെ ദുരിതത്തെക്കുറിച്ചും അവയുടെ കാരണങ്ങളെക്കുറിച്ചും പരിഹാരത്തെക്കുറിച്ചും ലളിതമായ ഭാഷയിൽ പരിഹാസത്തിന്റെ താളത്തിൽ എഴുതപ്പെട്ടവയാണ്. സാഹിദാബാദിലൊരു ഹാക്സറിയിൽ പണിമുടക്കലോപ്പിച്ചിരുന്ന തൊഴിലാളികളോട് ഐക്യദാർഢ്യം പ്രഖ്യാപിക്കുന്ന 'ഹല്ലാ ബോൽ' എന്ന നാടകം (ശേഷം 20-ാം പേജിൽ)

Revised Government Order on Revision of Pay-Scales

Ministry of Human Resource Development
(Department of Education)

Subject : *Revision of pay scales of University and College teachers.*

In June 1987, the Central Government had announced the revision of pay scales of teachers in Universities and Colleges effective from 1-1-1986. This revision covered about 2,30,000 teachers in Universities and Colleges throughout the country. The Government had also agreed to meet 80% of the additional expenditure incurred by the State Government on account of this revision for the period 1-1-1986 to 31-3-1990—

2 Teachers in several parts of the country went on an indefinite strike in August 1987, demanding several modifications in the scheme. Their main demands were reduction in the number of scales of pay, provision for promotion to the posts of Readers and Professors, and the Central Government meeting the entire expenditure on the revision of pay. Following consultations with the representatives of the All India Federation of University and College Teachers Organisations (AIFUCTO) the then Minister for Human Resource Development announced some modifications in the scheme on the basis of which the strike was called off by the AIFUCTO on September 4, 1987.

3 The understanding reached with the teachers' representatives involved further consultations including the quest-

ion of institution of a Selection Grade for Lecturers. The revision of pay scales of Librarians and Physical Education Personnel was also pending. The Government has since considered and settled all these matters. The main amendments made in the scheme announced in June, 1987, are :

Scales of Pay

(i) The June, 1987 notification provided for two scales of pay for Readers. These two have been combined into a single grade of Rs. 3700-5700.

(ii) The revised Selection Grade for Lecturers will also be Rs. 3700-5700.

(iii) The Vice-Chancellors in Central Universities will be on a fixed pay of Rs. 7600/-

(iv) The scheme of Professor of Eminence is being reviewed.

Recruitment and Qualifications

(v) The qualifying test for recruitment of lecturers is intended to be organised through a number of agencies keeping in view the requirements of the media of instruction followed by different States/Universities.

(vi) To encourage enrolment in research programmes immediately on completion of postgraduate studies, candidates who have M. Phil. or Ph. D. degrees will be entitled to one and three advance increments respectively at the time of their recruitment. They will also

be entitled to the benefit of corresponding years of service for the purpose of promotion. The existing Lecturers and those recruited in future without research degrees will also be eligible for the benefit in service when they acquire research degree.

(vii) Every lecturer will be eligible for placement in a Senior Scale of Rs. 3000-5000 on completion of 8 years of service. A Lecturer with Ph. D. degree will be eligible for this placement after 5 years and a Lecturer with M. Phil. degree on completion of 7 years. In all cases, placement in the Senior Scales is subject to participation in continuing education programmes and the Senior Scales is subject to participation in consistently satisfactory performance appraisal.

(viii) A Lecturer in the Senior Scales on completion of 8 years will be eligible for promotion as Reader in both Universities and Colleges. Only those who have a Ph. D. degree or equivalent published work and have made a mark in scholarship and research will be eligible for promotion as Reader. Self assessment, reports of references, quality of publications, contribution to educational renovation, design of new courses and curricula, etc., would be taken into account for this purpose.

(ix) Those Lecturers in the Senior Scales who do not have Ph.D. degree and who do not meet the scholarship and research standards prescribe for a Reader will be eligible for placement in a Selection Grade of Rs. 3700-5700 if they have a good record in teaching and/or participation in extension activities. They could offer themselves for a fresh assessment after obtaining Ph.D. degree and fulfilling other requirements for promotion as Readers.

(x) Promotion to the post of Reader and placement in the Selection Grade will be through a process of selection by a Committee constituted by the University for appointment of Readers. In both cases participation in continuing education programmes and consistently good performance appraisal reports are essential elements in the design for career advancement.

(xi) For placement of Lecturers in the Senior Scales and Selection Grade as well as for promotion to the post of Readers, the required number of posts will be created by upgrading the posts held by the incumbents concerned.

(xii) Promotions made under the Merit Promotion Scheme of the UGC or any other similar schemes, before the announcement of the revised scales on June 17, 1987 will not be reopened. However, in such cases the benefit of revision will be available to teachers only from the dates of their promotion.

Revision of pay scales of Librarians and Physical Education personnel

4. The revised pay scales of Librarians and Physical Education personnel are the same as were approved for teachers. A University Librarian will be eligible for placement in the Professors' grade, namely Rs. 4500-7300, a Deputy Librarian in the Reader's grade, namely Rs. 3700-5700; and an assistant Librarian in the Lecturer's grade namely, Rs. 2200-4000. The Assistant Librarians will be entitled to a Senior Scales of Rs. 3000-8000 on completion of 8 years and to a Selection Grade of Rs. 3700-5700 after another 8 years. Assistant Librarian, in the Senior Scale will also be eligible for promotion to the post of Deputy Librarian. Similar provisions have been made for Physical Education personnel in Universities, namely Assistant Director of Physical Education

Deputy Director of Physical Education
and Director of Physical Education.

5. The College Librarians and Director/Instructor of Physical Education in Colleges will be in the scale of pay of a Lecturer, namely, Rs. 2200-4000. They will also have a Senior Scale and Selection Grade. However, there will be no posts beyond Selection Grade for Librarians and Physical Education Personnel in colleges.

6. On the basis of the scheme announced in June, 1987, several State Governments have already revised the pay scales of teachers in Universities and Colleges. Some are in the process of finalising their proposals. The State Government of Arunachal Pradesh, Goa, Haryana, Himachal Pradesh, J&K, Karnataka, Nagaland, Punjab, Rajasthan, Tamil Nadu and Uttar Pradesh come under this category. Most of the remaining States are also considering proposals for revision. The Central Government have requested all the State Governments to keep the amendments also in view while finalising their proposals. Those who have already finalised their scheme of revision have been requested to review the relevant provisions and make appropriate amendments. University and College teachers have been expressing concern at the delay in formalising the amendments to the scheme which were accepted in September 1987. The decisions now taken fulfil the demand that teachers have been making during the last few months.

No. F 1-21/87-U 1

GOVERNMENT OF INDIA

Ministry of Human Resource
Development

(Department of Education)

New Delhi,

Dated 22nd July, 1988

To

Education Secretaries of
All the States/U.T.s

Subject: Revision of pay Scales of teachers in Universities and Colleges and other measures for maintenance of standards in Higher Education.

Sir,

I am directed to say that vide this Department's letter of even number dated June 17, 1987, the decisions of the Government of India on the revisions of pay scales of teachers in universities and colleges with effect from January 1, 1986 and provision of financial assistance to the State Governments to adopt and implement the scheme were communicated to all State Governments and Union Territories. Subsequently this Department had, vide Education Secretary's D. O letter of even number dated September 7, 1987, addressed to Education Secretaries of all the State Governments, communicated certain modifications/clarifications relating to some of the provisions of the Scheme announced on June 17, 1987. However in the letter of September 7, 1987, there was no mention of the selection Grade for Lecturers; it was also mentioned that the revision of pay scales of Librarians and physical Education Personnel was under consideration.

2 The Government have since considered all these matters. It has been decided to make the following amendments to their scheme appended to this Ministry's letter of even number dated June 17, 1987:

Scales of pay

- (i) The two scales of pay of Readers mentioned in Annexure 1 to the Scheme are combined into a single scale of Rs. 3700-125-4950-150-5700. Consequently all existing Readers and Selection Grade Lecturers in Colleges in the

scale of Rs. 1200-1900 will be placed in the revised scale of Rs. 3700-5700. The revised Selection Grade for Lecturers will also be Rs. 3700-5700.

(ii) The revised pay of the Vice-Chancellor will be Rs. 7600 (fixed). This revised pay is applicable to Central Universities. The State Governments may, if they so wish, adopt this pay for State Universities also. But no financial assistance will be available from the Central Government for this purpose.

(iii) The Scheme of Professor of Eminence is being further examined and a decision in this regard will be communicated in due course.

Recruitment and Qualifications

(iv) Para 10 of the Scheme together with its explanation is deleted. Instead, the following provision is added.

"In order to encourage research in continuation of post-graduate studies, candidates who, at the time of recruitment as lecturers possess Ph. D. or M. Phil. degree (herein after called jointly as the "research degrees") will be sanctioned three and one advance increments respectively in the scale of Rs 2200-4000 alongwith the benefit of the corresponding years of service for the purpose of promotion. The existing Lecturers without research degrees and those similarly situated recruited in future will be eligible for a similar benefit in service for the purpose of promotion as and when they acquire research degrees, but will not be eligible

for advance increments. Existing Lecturers with research degrees will also be eligible for a similar benefit.

(v) Consequently, explanations (i) and (ii) below para 8 of the Scheme are also deleted.

Career advancement

(vi) Sub clause (b) of para 11 of the Scheme which provides for possession of M Phil or Ph.D. degree to become eligible for placement in the Senior Scale is deleted. Participation in two refresher courses/summer institutes should each be of approximately four weeks duration and other appropriate continuing education programmes of comparable quality as may be specified by the University Grants Commission may also be accepted for this purpose.

(vii) Every Lecturer in the Senior Scale will be eligible for promotion of the post of Reader in the scale of Rs. 3700-5700 if he/she has:

(a) completed 8 years of service in the senior scale, provided that the requirement of 8 years will be relaxed if the total service of the lecturer is not less than 16 years;

(b) obtained a Ph.D. degree, or an equivalent published work;

(c) made some mark of the areas of scholarship and research as evidenced by self-Assessment, reports of referees, quality of publications, contribution to educational renovation, design of new courses and curricula etc;

(d) participated in two refresher courses/summer institutes each

- of approximately 4 weeks' duration, on engaged in other appropriate continuing education programmes of comparable quality as may be specified by the UGC, after placement in the Senior Scale; and
- (e) consistently good performance appraisal reports.
 - (vii) Promotion to the post of Reader will be through a process of selection by a Selection Committee to be set up under the Statutes/ Ordinances of the University concerned or other similar Committees set up by the appointing authorities in accordance with the guidelines to be laid down by the UGC.
 - (ix) Those Lecturers in the Senior Scale who do not have Ph.d degree or equivalent published work and who do not meet the scholarship and research standards, but fulfil the other criteria prescribed for promotion to the post of Reader and have a good record in teaching and/or participation in extension activities, will be placed in the grade of Rs. 3700-5700 subject to the recommendations of the Selection Committee for promotion to the post of Reader. They will be designated as Lecturers in the Selection Grade. They could offer themselves for fresh assessment after obtaining Ph D and/or fulfilling other requirements for promotion as Readers and if found suitable, could be given the designation of Readers
 - (x) For placement of Lecturers in the Senior Scale and Selection

Grade as well as for promotion to the post of Readers the required number of positions would be created by upgrading the posts held by the incumbent concerned.

- (xi) Promotions made under the Merit Promotion Scheme of the UGC, or any other similar schemes before the announcement of the revised scales on 17.6.1987 will not be re-opened. However, in such cases the benefit of revision will be available to teachers only from the date of their promotion.

3 For facility of reference, the scheme incorporating all the amendment and also such changes as are consequential or incidental to the amendments is attached to this letter as Appendix.1.

4 The revised pay scales of Librarians and Physical Education Personnel are the same as are approved for teachers. The revised scales will be admissible only to those Librarians and Physical Education Personnel who have been sanctioned the scale of pay of Lecturers, Readers and Professors under the 1973 revision namely Rs. 700-1600, Rs. 1200-1900 and Rs. 1500-2500. The cases of existing Librarians and physical Education Personnel who are on scales of pay lower than Rs 700-1600 will be considered separately after making an assessment of their existing scales of pay, the qualifications and other relevant factors obtaining in various States. The revised scales of pay now approved are not, therefore, admissible on the basis of designations alone; they have to be sanctioned keeping in view the existing scales of pay. Since the qualifications, method of recruitment and criteria for career advancement are slightly different in the case of Librarians and Physical Education Personnel, in the light of

requirements of their profession, the relevant provisions of the scheme as far as they relate to these matters are marginally different from those applicable to teachers. The revised pay scales and the relevant conditions relating to recruitment, qualifications and career advancement approved by the Government for Librarians and Physical Education Personnel are given in Appendix-II to this letter.

5 All other terms and conditions for revision of pay scales of Librarians and Physical Education personnel are the same as indicated in Appendix-I to this letter. The terms and conditions for payment of Central assistance to the State Governments for the revision of pay scales of Librarians and Physical Education personnel in the Universities and Colleges will be the same as those mentioned in this Department's letter of even number dated June 17, 1987.

6 Several State Governments have already issued orders regarding the implementation of the revision of pay scales of teachers. They are requested kindly to review the orders already issued by them in the light of the amendments now made and incorporate appropriate changes in the orders issued by them. Such amendments may kindly be sent for consideration in this Department so that Central assistance to the extent admissible can be sanctioned.

7 The receipt of this letter may kindly be acknowledged.

Yours faithfully,

(C. R. PILLAI)

Deputy Secretary to the Government of India.

APPENDIX—I

Appendix I to Ministry of Human Resource Development (Department of Education) letter No. F. 1-21/87-U I dated July 22, 1988 regarding the Scheme of Revision

of Pay Scales of Teachers in Universities and Colleges, 1986 and other Measures for Maintenance of Standards in Higher Education.

Coverage

1 This Scheme applies to teachers in all Universities (excluding Agricultural Universities), and Colleges (excluding Agricultural, Medical and Veterinary Science Colleges) admitted to the privileges of the Universities unless they specifically exercise an option in writing to remain out of this Scheme as provided in para 19 hereafter. All teachers appointed after the date from which the scheme has been given effect will be governed by the provisions of the scheme.

Explanation :

- (i) The Scheme will apply to teachers in the Faculties of Agriculture, Medicine and Veterinary Sciences in the Central Universities.
- (ii) The Scheme of revision of scales of teachers in technical institutions (including Engineering Colleges and other Institutions offering courses only in Technical Education) will be communicated separately.

Date of Effect :

2. The revised scales of pay will be effective from January 1, 1986.

Pay Scales:

3 The revised scales of pay effective from 1-1-1986 are given in Annexure.1.

4 The revised scales of pay are inclusive of the basic pay, the dearness allowance, additional dearness allowance, and the interim relief, if any, admissible to teachers as on 1-1-1986.

5 The revised scale of pay of Tutors and Demonstrators is for the existing incumbents of these positions in the Universities and Colleges. There shall be no fresh recruitment to this category.

6 The Principals of Colleges may be placed in the scale of pay of Reader or professor on the basis of criteria to be laid down by the State Governments.

7 The revised pay for Vice-Chancellors indicated in Annexure-I is applicable to Central Universities. The State Governments may, if they so wish adopt this pay for State Universities also. But, no financial assistance will be available from the Central Government for this purpose.

8 The Scheme of Professors of Eminence is being further examined and a decision in this regard will be communicated in due course.

Recruitment and Qualifications

9 Recruitment to the posts of Lecturers, Readers and Professors in Universities and Colleges shall be on the basis of merit through all-India advertisement and selection, provided that Lecturers who fulfil the criteria prescribed in this scheme will be eligible for promotion to the posts of Readers.

10 The minimum qualifications required for appointment to the posts of Lecturers, Readers and Professors will be those prescribed by the UGC from time to time. Generally the minimum qualifications for appointment to the post of Lecturer in the scale of pay of Rs. 2200-4000 shall be Master's degree in the relevant subject with at least 55% marks or its equivalent grade, and good academic record.

11 Only those candidates who, besides fulfilling the minimum academic qualifications prescribed for the post of Lecturer, have qualified in a comprehensive test, to be specially conducted for the purpose, will be eligible for appointment as Lecturers. The detailed scheme for conducting the test including its design, the agencies to be employed in the conduct of tests, content, administration, etc., will be worked out by the UGC, keeping in view the requirements of the media of instruction followed by the different States/Universities/Colleges, and other relevant considerations.

12 In order to encourage research in continuation of Post-graduate studies who, at the time of their recruitment as Lecturers, possess Ph. D. or M.Phil. degree will be sanctioned three and one advance increments respectively in the scale of Rs. 2200-4400 along with the benefit of corresponding years of service for the purpose of promotion. The existing Lecturers without research degrees, and those similarly situated recruited in future will be eligible for a similar benefit in service for the purpose of promotion as and when they acquire research degrees, but will not be eligible for advance increments. Existing Lecturers with research degrees will also be eligible for a similar benefit.

Career Advancement

13 Every Lecturer will be placed in a senior scale of Rs. 3000-5000 if he/she has.

- (a) completed 8 years of service after regular appointment, with relaxation as provided in para 12 above;

- (b) participated in two refresher course/summer institutes, each of approximately 4 weeks' duration or engaged in other appropriate continuing education programmes of comparable quality as may be specified by the UGC;
- (c) consistently satisfactory performance appraisal reports.

Explanation

All Lecturers in the existing scale of Rs. 700-1600, who have completed 8 years of service on 1-1-1986, will be placed through a process of screening selection as indicated in para 22 below in the scale of Rs. 3000-5000. The benefit of service provided in para 12 will be available for the initial placement also.

14. Every Lecturer in the Senior scale will be eligible for promotion to the post of Reader in the scale of pay of Rs. 3700-5700 if he/she has:

- (a) completed 8 years of service in the senior scale, provided that the requirement of 8 years will be relaxed if the total service of the lecturer is not less than 16 years;
- (b) obtained a Ph.D. degree, or an equivalent published work;
- (c) made some mark in the areas of scholarship and research as evidenced by self-assessment, reports of referees, quality of publications, contribution to educational renovation, design of new courses and curricula, etc.;
- (d) participated in two refresher courses, summer institutes each of approximately 4 weeks, duration or engaged in other appro-

priate continuing education programmes of comparable quality as may be specified by the UGC, after placement in the Senior Scale; and

- (e) consistently good performance appraisal reports.

15 Promotion to the post of Reader will be through a process of selection by a Selection Committee to be set up under the Statutes/Ordinances of the University concerned or other similar Committees set up by the appointing authorities in accordance with the guidelines to be laid down by the UGC. Posts of Readers will be created for this purpose by upgrading a corresponding number of posts of lecturers in the Universities and colleges.

16 Those Lecturers in the Senior scale who do not have Ph.D. degree or equivalent published work and who do not meet the scholarship and research standards of a Reader, but fulfil the other criteria mentioned in para 14, and have a good record in teaching and or participation in extension activities, will be placed in the grade of Rs. 3700-5700 subject to the recommendations of the Committee mentioned in para 15 above. They will be designated as Lecturer in the Selection Grade. Post in the selection Grade will be created for this purpose by upgrading the posts held by them. They could offer themselves for a fresh assessment after obtaining Ph.D. and or fulfilling other requirements for promotion as Reader, and if found suitable, could be given the designation of Reader.

17 Lecturers in the existing Selection Grade of Rs. 1200-1900 in the Colleges will be placed at the appropriate stage in the revised Selection Grade of Rs. 3700-5700 in accordance with the pay fixation formula under

this scheme. Existing Lecturers, who have completed or will complete, a total period of sixteen years of service on 1-1-1986 or thereafter will be eligible for promotion to the post of Reader or placement in the Selection Grade in accordance with the provisions in paras 14, 15 and 16. They will also be entitled to the relaxation in the years of service by 3 years and 1 year respectively if they hold Ph.D. or M Phil. degrees as mentioned in para 12.

18 More posts of Professors and Readers will be created in the Universities and Colleges to broaden the channel of open selection. The UGC would evolve suitable criteria for this purpose. The requirements of qualifications and experience for posts to be filled up through open selection will be prescribed by the UGC from time to time. Universities will have the freedom, to seek out brilliant people, independent of their seniority, from within the Universities and Colleges and provide them opportunities for joining the teaching profession at appropriate levels.

19 The existing teachers in Universities and Colleges where the Merit promotion Scheme formulated by the UGC in 1983, or any other similar schemes are in operation will have an option to continue to be governed by the provisions of these schemes provided that they exercise that option in writing prior to their pay fixation under this scheme. They will also be entitled to the designations envisaged for various categories of teachers in those schemes, but the scales of pay will be as follows:

- (i) Lecturer —Rs. 2200-4000
- (ii) Reader/Lecturer —Rs. 3000-5000
(Selection Grade)
- (iii) Professor —Rs. 4500-5700

20 The Promotions made before the announcement of the revised scales on 17-6-1987, will not be reopened. However, in such cases, the benefit of revision will be available to teachers only from the date of their promotion.

Continuing education and appraisal of performance

21 Participation of teachers at regular intervals in appropriate continuing education programmes is envisaged as an integral part of the professional development of teachers. The University Grants Commission, the Indira Gandhi National Open University, the State Governments and other appropriate agencies will be advised to take steps to introduce programmes of continuing education for this purpose through a variety of means. While there cannot and need not be any rigid requirement of participation in formal programmes, evidence of commitment to continuing education of any recognised means, as may be specified by the UGC will be an essential requirement for career advancement. Pending the organisation of such programmes on quality and scale required for giving effect to the implementation of the measures envisaged in para 13 to 17 of this scheme, relaxation from the requirement of participation in such programmes for specific periods and for specific categories of posts, will be granted by the University concerned in accordance with guidelines to be laid down by the UGC.

22 Regular and systematic appraisal of performance of teachers is to be an essential element in the management of education and this has been taken into account in the design for the career development of teachers. The UGC has been requested to formulate the guidelines for the evaluation

of performance of teachers, taking into account the statement contained in the National Policy on Education 1986. Such a system should become operational with effect from academic screening mechanism/selection procedures or those prescribed on a provisional basis by the University/State Government concerned will apply to all placements/promotions referred to paras 13 to 17.

Other conditions of service Probation

23. The period of probation of a teacher shall not exceed a period of 24 months. A Lecturer appointed on probation should ordinarily be confirmed only after he/she has completed an appropriate short-term orientation programmes and his/her performance appraisal reports are satisfactory. The UGC has been requested to make arrangements to ensure that facilities are available for organising orientation programmes to cover all lecturers appointed in and after 1988-89.

Superannuation and re-employment

24. The age of superannuation for teachers should be 60 years and thereafter no extension in service should be given. However, it will be open to a University or College to re-employ a superannuated teacher according to the existing guidelines framed by the UGC, upto the age of 65 years.

Grievance Redressal Mechanism :

25. Appropriate mechanism for the redressal of teachers' grievances will be established in all Universities and Colleges in respect of which guidelines will be issued separately.

Code of Professional Ethics :

26. The UGC will prepare a Code of Professional Ethics for teachers in

consultation with the representatives of national level associations of teachers; all concerned should see to the observance of the Code.

Pay fixation formula :

27. The pay of teachers in the revised scale on 1-1-1986 will be fixed in accordance with the formula recommended by the Fourth Pay Commission while revising pay scales of the Central Government employees. The details of the pay fixation formula are given in Annexure-II.

Dearness Allowance and other benefits :

28 (a) The revised scale of pay on 1-1-1986 is inclusive of the dearness pay and dearness allowance admissible on that date. Any dearness allowance that might become due after that date will have to be sanctioned by the agencies which are meeting the maintenance expenditure of the concerned Universities and Colleges.

(b) Teachers in the Central Universities and institutions financed by the Central Government are sanctioned dearness allowance at the rate applicable to Central Government employees drawing corresponding pay. They are also sanctioned other benefits like House Rent allowance, House Building Advance, medical facilities, pension and other retirement benefits, leave travel concession, group insurance, etc. on the pattern

(...Contd Page 25)

Education for the 21st Century

Document of the World Conference

(Contd. from the last issue)

This means to educate them against all racist theories.

In general:

If education is to meet the great challenges of the 21st century it must realise a high-quality scientific instruction at all educational levels.

This requires the learning of all basic knowledge. This includes the language as a basis for all school knowledge, mathematics as a means common for all scientific disciplines, technology as a key element of scientific articulation which, on its part, makes changes in science and production and their interrelationship possible, and all disciplines that include the acquisition of biological, social, cultural, historical, geographical and economic aspects.

II.3. Educational structures, teaching methods and teaching aids

The objectives and content of education must be seen in connection with the questions dealing with methods, structures and means necessary for the implementation of programmes and the functioning of the education system.

II.3.1. Structure

The organisation and the functioning of the different stages of the education system must meet a number of criteria, which we would like to cite here. The structure depends mainly on the target set for each stage respectively.

All experts are unanimous that the time of infancy plays an important role

in the development of personality and the laying of the foundations for the future acquirement of knowledge.

The organisation of pre-school education, which is the kindergarten, is of great significance for all children between the age of two and six or seven years.

It must be organised and structured in such a way that the child can get used to the collective life taking into consideration educational aspects, especially bringing them up to live in a community, developing their psycho-motor activity and the dividing up of time and space, the awakening of logical, esthetical and other abilities. Here above all, possible not yet recognized handicaps (of motor, visual or auditive kind) ought to be noticed and treated at an early age. So it shouldn't be simply a place where the children are kept but an educational institution.

The duration, organisation and functioning of primary school ought to guarantee the acquisition of elementary basic skills such as how to read, write, to express in oral and written communication and to speak and their improvement, which is necessary for understanding the surrounding and for developing creativity, as well as scientific, logical and experimental methods of work, mathematics and all biological and cultural knowledge (natural sciences, geography history, art, technology etc.). Physical education and sports should play a certain role in this. Often, this stage of education decides upon success or failure.

Secondary school which must be open to all boys and girls, ought to prepare the young people for vocational training or higher education. It must not be an end in itself. Here the adolescent should have access to all fields of learning and the possibility to acquire contemporary knowledge, form his body and soul, be creative and learn certain basic technologies and communication.

Vocational training should be provided for those young people who do not continue education after their secondary schooling. It ought to enable young people to be in command of the basic technologies and apply them in the production process. It should not discriminate against other groups, particularly not against young girls. It must be organised in such a way that access to occupations at various levels and to higher education is possible. It must enable all young people at all levels to understand, master and advance the development of technology, and estimate its impact on man and society. Vocational training cannot confine itself to train simple workers but must be an element of the constant further training of citizens, men and women.

Higher education that deals with all aspects of the modern world, must, without any kind of discrimination, be open to everybody who will be able to graduate, i.e. all those who have successfully finished their secondary or college education.

The task of higher education is to train the highly-educated cadres needed in society. It should be a place of general as well as specialised education, and a place of research which is necessary for the development of society. Its links with the working world ought to become stronger.

Students, adult men and women, should be able to participate in the elaboration of study programmes and educational measures, enjoy academic freedoms, participate in management and have real contact opportunities within and outside the borders.

II.3.2 Methods

Today there are different currents in the national and international pedagogical movement. It is not up to the Conference to side for this or that method. This is the responsibility of the teacher and the teaching staff.

But it is our task to emphasize that all methods which encourage the children to think about matters, to directly participate in school life and which, as a consequence, consider them as agents of their own education process, contribute to the development of the personality and to the success of education.

FISE, with the help of the pedagogical supplement of its quarterly journal, wants to impart new experiences of the different pedagogical movements on a regular basis.

In this connection, the Conference must stress that, even if the aims and programmes at national levels are finalised after long discussions with all parties concerned (public authorities, trade unions of teachers and workers, youth movements, parents' associations, pedagogical movements), their implementation requires great freedom on the part of teachers regarding the right planning of the curricula and the selection of teaching aids and methods.

In this respect, it must be emphasized what immense significance the advantage of the principle of academic freedoms has for teachers, a principle that is the more important as the concept about the

neutrality of teaching staff and teachers themselves becomes intolerable.

I 1.3.3. Means

Teachers and the teaching staff know from experience that the structures, the content and the methods per se are of no value if the teachers and the educational institution are not given the means to fulfill the tasks they are assigned to.

But in many a country the most essential means or teaching aids are lacking, like suitable school buildings, books, exercise books, pens, not to speak of other modern didactic and teaching aids which all pupils should be equipped with, as there are micro-computers, cassette-players, video-cassettes, means of reproduction etc.

Quite frequently it can be noticed that certain governments consider the education expenditures as unproductive spendings which can be reduced in order to meet the economic difficulties.

While here stressing the direct responsibility of certain governments, it is also necessary to make absolutely clear the great responsibility of certain financial establishments such as the IMF and the World Bank, which demand financial cuts in education in order to give the indebted states new credits.

This leads to the questioning of the existing educational structures, the refusal to open up new classes, other obstacles to the development of school education, especially at the secondary and higher levels, the increase in class size, the reduction of the average training of many young people due to the restricted access to school, the cutbacks in allowances, the reduction of pedagogical and didactic means and even the

complete lack of these means, the privatisation of education and the related creation of an educational elite. This almost always coincides with a reduction in the number of teachers and a decline in their quality, salary cutbacks and a decline in social provisions.

This cannot be accepted because in this way today's and even less tomorrow's requirements cannot be met. The states pursuing such a policy are driven into a process of accelerated underdevelopment in the intellectual and, in the long run, the economic field.

FISE underlines that the tasks of education at all its stages are an investment for the future, investment for the people because it makes their individual emancipation and collective promotion possible as well as the development of human resources in favour of economic, cultural and social progress.

In this connection, it must be emphasized that education must be financed by the state, that it must be free for all and it mustn't be related to any denominations. Means for a high-quality general education and professional training of the masses must be provided as well as the means for a high-quality, scientific-technological instruction.

Furthermore, taking into consideration the influence of the social milieu of the children, inequalities and their consequences, the school in order to be democratic, should deal with the unequal chances and needs of the children in a complex way. It shall give more to the ones who need material, pedagogical and psychological assistance for their success. In this way, it shall be tried to even out the disadvantages caused by social conditions.

The educational establishment must possess the political, economic and structural means for a democratic running. This requires the involvement of all those working at the school in its running but also the creation of appropriate structural units which ought to have real and legally recognised authority.

II.3.4. Status and training of teachers

The recruitment, initial and further training of the teachers at a high level of qualification must be seen as essential prerequisites for an educational success. At all levels, this requires teachers with a completed higher education in pedagogics, above all, but not exclusively, whose number must be enough to cover the pedagogical needs and who must be given the opportunity for constant and regular further training during their professional life. Special attention must be devoted to the young teachers who must receive special support in the pedagogical field, including a contemporary reduction of their working hours without any reduction in salary.

As the ILO/UNESCO Recommendation of 1966 emphasizes, which is rarely applied, the regulation of working hours for teachers must take into consideration their real strain in lessons and also the necessity of preparations for the lessons regarding their content as well as the critical incorporation of knowledge.

Finally, the teacher as an employee is entitled to a salary which corresponds with his qualification, which is to be increased regularly depending on the growing costs of living and the further professional qualification.

The other staff who participate in the education process and who are no tea-

chers, must be seen as an indispensable personal regarding their employment, their training, salary and working conditions and must enjoy the same reputation.

All members of the teaching staff must be granted the same social, professional and trade union possibilities recognized in international Conventions like all other working people.

In view of the social role of the teachers and other members of teaching staff and their importance for the education of young people they have an immense responsibility which must be recognised by the national and international community.

III. The teachers' trade union movement in view of these challenges

The great questions of our time require direct statements by all teachers' trade union organisations.

III.1. What position must be taken in view of these challenges?

III.1.1. School and Society

Education is an instrument of collective promotion and an investment in the economic, social and cultural development of society.

Today, we see that many countries do research work and submit proposals for resolving these questions. But these researches and the proposals for a solution are not identical especially due to the difference in the goals set by the societies.

For instance, is there the same response to the introduction of new technologies under the aspect of making profits, or under the aspect of being in the service of the people in order to reduce

heavy manual work, and produce better or in another way?

Does one answer in the same way to the challenges resulting from the threat of war if talking about peace and disarmament is seen as a subversive act or as a precondition for the survival of humanity, for development and freedom?

Similar questions could be posed to the other challenges as well and would lead to the same problems.

School mustn't be seen as an element, outside society. If this is the case, can the teachers' trade union movement leave aside this society in their activities? Of course, not.

III. 1.2. School-field of class struggle

Proceeding from this general remark we can say that the school in many countries, particularly in the capitalist and developing countries, is a field of class struggle within the framework of the ideological argument in these countries. The role of the IMF and the World Bank for instance shows that it is also a field of class struggle at international level.

If we see this as a still long-existing fact we must here talk about the impossibility of social neutrality in society.

Neither the school itself nor the proposals submitted for it are neutral. The trade union association, too, cannot remain neutral in accomplishing its mission of defending the interests of teachers and young people, the interests of the nations.

In its analyses, it must take a stand towards society and the social forces being active in it.

III.1.3 The School concerns all

We proceed from the fact that education is not only the responsibility of the

school. Although it plays an outstanding role in it, the family, the media and the diverse social, cultural and economic realities, which shape social groups, are also of great importance.

The teachers' trade union movement mustn't stand aloof of this common movement. Although it plays an important role in school, it is not alone in society. For the sake of effectiveness, it is interested in approaching others, in order to deepen its analysis and submit proposals to meet the economic, social and cultural needs of the countries. In this sense, we speak of a school which concerns all.

III.1.4. Trade union movement and social movement

A balance of force must be created. Teachers while exercising their profession also receive salaries like all other being manually or mentally active. In their life as citizens, men and women, as workers they are faced with general problems of living conditions as well as special ones connected with their profession. The teachers' trade union movement mustn't neglect this fact. To be successful in the school itself and consequently in society, it must mobilise forces which surpass their own ones.

Since the interests of the teaching staff coincide with the interests of other workers the teachers' trade union movement must approach the trade union movement in general. It concerns a trade union movement that is integrated into the struggle of the dynamic forces of society.

III.2. The work of the teachers' trade union movement

These important principles of the modern trade union movement are recognised by ever more teachers' organisations today.

Some of them have worked on this basis since their foundation and continue this way. Others realise only now that implementing these principles is a guarantee for their effective and straightforward struggles.

The current and future problems the trade union organisations are and will be faced with, lead to an intensified application of these principles.

In almost all countries, the trade union movement gives itself up to these great

questions of our time, thus turning into an advancing force which cannot be neglected. Their proposals will either be discussed, accepted and implemented or rejected and combatted by the governments. These situations inevitably lead to action, often to struggles.

In view of their class character, these legitimate struggles are of a high quality which, ever more frequently, are supported by public opinion, parents, young people and other workers and achieve successes which cannot be denied.



(4-ാം പേജിന്റെ തുടർച്ച)

ജനഹൃദയങ്ങളെ കീഴടക്കിക്കൊണ്ട് തെരുവുകളിൽ നിന്നു തെരുവുകളിലേയ്ക്ക് സഞ്ചരിച്ചുകൊണ്ടിരിക്കുകയാണ് ഭരണാധികാരികളുടെ അരുമഗുണങ്ങളുടെ രൂപത്തിൽ മാറുകയുടങ്ങിയ മരണം ആ കലാകാരനെ എതിരോട്. ജനനാടുമഞ്ചിലെ കലാകാരന്മാർക്ക് രക്തപ്പെടാൻ സാവകാശം നല്കിക്കൊണ്ട്, ഇരുമ്പുവടിയുമായെത്തിയ നരാധമന്മാരെ ചെറുത്തുനിന്ന ഹാൾമിയുടെ ധീരജീവിതത്തിന്റെ സാഹചര്യം ആർക്കാണ് വാക്കുകൾ കൊണ്ട് വിലകെടുത്തുനാവുക! ഒരു യഥാർത്ഥ വിപ്ലവ പോരാളിയുടെ ധർമ്മനിർവ്വഹിച്ച ആ കലാപ്രതിഭ, ബുദ്ധിജീവികളുടെ മഹനീയത കൂടി ഉയർത്തിവെച്ചുതന്റെ ജീവിത കർമ്മത്തോടൊപ്പം. ഈ ജനാധിപത്യത്തിന്റെ പുകാവനത്തിൽ, ഇന്ത്യയിൽ ഒരു കലാകാരനായിരിക്കുക വെറുമൊരു നാടകകാരനായിരിക്കുക മരണത്തിന്റെ വക്കിലൂടെയുള്ള യാത്രയാണെന്ന് ഹാൾമി നമ്മെ ഓർമ്മപ്പെടുത്തിക്കൊണ്ടിരിക്കുകയാണ്.

ഒരു വർഷം തികഞ്ഞില്ല. ജീവിച്ചിരുന്ന ഹാൾമിയെക്കാൾ ശക്തനാണ് രക്തസാക്ഷിയായ ഹാൾമിയെന്നു തെളിഞ്ഞു കഴിഞ്ഞു. പൂഷകർക്കെതിരെ പരിഹാസത്തിന്റെ

കുർത്ത മുന്നകളുള്ള അസംതൃപ്തതയ്ക്കൊണ്ട് ഇന്ത്യയുടെ തെരുവുതോറും പുതിയ ജനകീയ നാടക സംഘങ്ങൾ പൊട്ടിമുളച്ച് വളർന്നു കൊണ്ടിരിക്കുകയാണ്. ഹാൾമിയുടെ കൊലപാതകത്തിന് പ്രത്യക്ഷമായോ പരോക്ഷമായോ ഉത്തരവാദികളായവർ സി.ഹാസനങ്ങളിൽ നിന്ന് തൂങ്ങിയിട്ടില്ല. ഈ കൊലപാതകവേളയിൽ നിശബ്ദരായിരിക്കാൻ വിധിക്കപ്പെട്ട ദുരദർശൻ ഹാൾമി പ്രതിയെ അനാവരണം ചെയ്യുന്ന ഡോക്ടർമാർക്കെതിരെ അപരാധിപ്പെട്ടു. ഹാൾമി ഉയർത്തിയ മുദ്രാവാക്യം ആയിരമായിരം പുതിയ ശബ്ദങ്ങൾ ഏറ്റെടുത്തിരിക്കുന്നു. ഒരു പോരാളി കഴിയുന്ന ചോരയും ചിത്തുന്ന വിയർപ്പും വിഹലമാകിയിട്ടുള്ള ചരിത്രത്തിന്റെ നോ ഹാൾമിയുടെ രക്തസാക്ഷിത്വം ഒരിക്കൽ കൂടി വിളിച്ചു പറയുന്നു.

സാംസ്കാരികപരിഷ്കരണത്തിന്റെ നിഷ്ഠാപരമായ മുന്നേറ്റത്തിൽ കോർക്കപ്പെട്ട ആ പ്രതിജ്ഞയുടെ സ്മരണയ്ക്ക് മുന്നിൽ ഒരു നിമിഷം ശിരസു കുനിക്കുക.



സംരംഭനാലിവിവര-നോൺകേഡർ പ്രൊഫഷണൽ പരിഗണിക്കും

G.O. (Rt) No. 1275/89/H. Edn. dated 13-7-89 from the Joint Secretary, Higher Education (F) Department, Trivandrum, addressed to the Director of Collegiate Education, Trivandrum.

Collegiate Education Department-Establishment-Leave without Allowances availed College Teachers-Reckoning for non-cadre promotion-clarifications issued.

- Read:-
1. G.O. (MS) 47/88/H Edn. dated 2-2-1986.
 2. Lr. No. Acad. ii-5/500/87 dated 24-11-88 from the Registrar, Mahatma Gandhi University, Kottayam.
 3. Lr. No. Estt. DI-8804/89 Coll. Edn. dated 23-2-89 of the Director of Collegiate Education, Trivandrum.

ORDER

As per Government Order first read above, Government have ordered that the period of leave without allowances

availed by the College teachers for advanced studies before the introduction of F.I.P., (ie. where the leave for the purpose commenced before 1-4-1975) will be reckoned as service qualifying for non-cadre promotion. The Registrar, Mahatma Gandhi University, Kottayam has requested Government to clarify the maximum period of Leave without Allowance taken for higher studies before the introduction of F.I.P., that can be considered for calculating the qualifying service for non-cadre promotion.

Government are pleased to clarify that a maximum period of 4 (four) years' Leave without Allowance availed by College teachers (Private and Government) for the purpose of advanced studies prior to the introduction of F.I.P. (i.e. leave for the purpose commences prior to 1-4-75) will be reckoned as service, qualifying for non cadre promotions.

(By Order of the Governor)
O. Mohammed Meeran,
Joint Secretary.

സംപേഷ്യൽ കാഷ്വൽ ലീവ്

G.O. (MS) No. 32/89/RDD dated 24-7-1989 from the Rural Development, (EB) Department, Trivandrum

Rural Development Department-Establishment-Non-Official members to the Block Development Committee-Special

Casual leave to the officials of Private College sanctioned orders issued

- Read:
- 1) G.O. (MS) No. 3/89/RDD dated 4-1-1989
 - 2) Letter No. Estt. DI-21613/89 Coll-Edn. dated 12-5-'89 from the Director, Collegiate Education, Trivandrum

ORDER

In the Government order read as 1st paper above sanction was accorded for granting special leave not exceeding 10 days a year to the officials of Quasi Government institutions and Private Schools who are nominated as non-official members of Development Committee on working days.

The officials of Private Colleges who have been nominated as non official members to the Block Development Committees have requested to extend the above benefit to them also and the Director of Collegiate Education has

recommended their request.

Government have examined the matter in detail and are pleased to sanction special casual leave not exceeding 10 days a year to the officials of Private Colleges also who are nominated as non-official members of the Block Development Committee for attending Block Development Committees on working days.

(By Order of the Governor)

Sd/-

S. Rajasekharan Nair,
Under Secretary.

വിദേശത്തു ജോലി : അവധി 15
വർഷം വരെ

G O. (MS) No. 178/89/ H Edn. dt. 7-9-1989 from the Secretary to Government, Higher Education (D) Department, Government Secretariate, Trivandrum.

Private College Staff-Leave without Allowances for taking up employment abroad or within the country-Maximum period raised-orders issued-

Read:- 1. G. O. (MS) 137/85/H Edn. dated 14-6-85

2. G. O. (P) No. 579/87/ Fin dated 1-7-87

ORDER

As per the G. O. read as 1st paper above the private college staff were permitted to avail of leave without allowances for taking up employment abroad or within the country for a

maximum period of 10 years. Government have since raised the maximum period of leave without allowances granted to Government employees for the above purpose to 15 years, as per the G. O. read as second paper above. Representations have been received from the private college employees requesting to extend this benefit to the private college staff also.

2. Government have examined the matter in detail and are pleased to raise the maximum period of leave without allowances that may be sanctioned to the private college staff for the purpose of employment abroad or within the country during his entire service, to 15 years, subject to the conditions stipulated in the G. Os 1st and 2nd read above.

T. K. Alex
Joint Secretary to Govt.

G. O. MS. No. 186/89/H. Edn. dated 27-9-1989 from the Higher education (D) Department, Government Secretariate, Trivandrum.

Private College Employees opted to Chapter-III (60) of the Pension Statutes- Payment of Commuted Value of Pension to those who have been sanctioned Anticipatory Pension-Sanctioned-Orders issued.

Read:- 1. G. O Rt. 1205/85/H. Edn. dated 12-4-1985.

2. G. O. Ms. 83/85/H. Edn. dated 22-4-1985.

3. Letter No. PRI/GI/6-26 D/88-89/37 dt. 7-6-1988 from the Accountant General (A & E), Kerala, Trivandrum.

4. Letter No. Pen. III/1933/89/Coll. Edn. dt. 24-2-89 from the Director of Collegiate Education.

In the G. O. read as 1st paper above, sanction was accorded to pay an anticipatory pension not exceeding 75% of pension to the Chapter III (60) opted private college staff pending settlement of accounts and final payment of full pension. In the G. O. read as 2nd paper above the Chapter. III opted private college employees were allowed commutation of pension. In the letter read as 3rd paper above the Accountant (A&E) has requested to clarify whether commuted value of Pension based on the anticipatory pension sanctioned can be authorised to them.

Government have examined the matter in detail and are pleased to order that commuted Value of Pension based on the anticipatory pension sanctioned to the chapter-III (60) opted private college employees will be authorised to them.

By Order of the Governor

T. K. Alex

Joint Secretary to Govt.

6-10-89: Substitute Salary for F. I. P.

Office of the Director of Collegiate Edn., Trivandrum, dt. 6-10-89 No. Plg-I Circular/89.

CIRCULAR No. 1

Sub:- Faculty Improvement Programme-Appointment of substitutes and claiming substituted salary from U. G. C regarding.

The Principleals of all colleges are requested to observe the following directions regarding appointment of substitutes in F. I. P. vacancies.

1. A substitute has to be posted for the entire period of deputation. Advance action may be taken to ensure this wherever necessary proposals without appointment of substitute will be rejected.

2. The substitute should not be changed except for unavoidable reasons.

3. The substitute should be fresher. In the case of corporate managements and Govt., substitute by transfer from another college is permitted, but salary claim to U. G. C. should be limited to that eligible for a fresher.

4. Substitute arrangement by shifting the lien of the juniormost in the same department is not acceptable to U. G. C. and need not be resorted to

hereafter.

5. Substitute salary claims in respect of SC/ST direct on wards, CIEPL and all fellowships under the head 'TF' should be sent to the under Secretary, Uty. Grants Commission Office 35, Feroze Shah Road I Floor, New Delhi

Sd/-
Special Officer,
UGC.,

for Director of Collegiate Edu.

മട്ടന്നൂർ കോളേജിൽ സംഘടനയ്ക്കു വിജയം

മട്ടന്നൂർ എൻ.എസ്.എസ്. കോളേജ് കൗൺസിലിലേക്ക് നടന്ന വാശിയേറിയ തിരഞ്ഞെടുപ്പിൽ എ.കെ.പി.സി.ടി.എ സ്മാനാർത്ഥി ശ്രീ. കെ.സി. കുട്ടപ്പൻ നായർ വിജയിച്ചു.

ഡി ബി. കോളേജുകളിൽ ലീവധികാരം പ്രിൻസിപ്പലന്മാർ

തിരുവിതാംകൂർ ദേവസ്വംബോർഡുകോളേജുകളിൽ അധ്യാപകരുടെ 45 ദിവസം വരെയുള്ള അവധി അപേക്ഷകൾ പാസാക്കാനുള്ള അധികാരം പ്രിൻസിപ്പലിന് നൽകി. ഇതു സംബന്ധിച്ച് എ.കെ.പി.സി.ടി.എ നൽകിയ നിവേദനത്തിന്റെ അടിസ്ഥാനത്തിൽ ബോർഡും സംഘടനാപ്രതിനിധികളുമായി ജനുവരി 17ന് ചർച്ച നടന്നു. ഈ ചർച്ചയുടെ ഖേദിച്ചതിലാണ് മാനേജ്മെന്റ് ഉത്തരവു പുറപ്പെടുവിച്ചത്.

എ കെ പി സി ടി എ ജനറൽ സെക്രട്ടറി പ്രൊഫ. ജി.മാധവൻനായർ, സിൻഡിക്കേറ്റംഗം പ്രൊഫ. പി. നരേന്ദ്രൻ, ട്രഷറർ പ്രൊഫ. പി. ജി. ചന്ദ്രശേഖരൻ നായർ എന്നിവർ ചർച്ചയിൽ പങ്കെടുത്തു.

പ്രൊഫ: കൃഷ്ണനെ വീണ്ടും സ്മലം മാറി.

എ.കെ.പി.സി.ടി.എ. തൃശൂർ ജില്ലാ സെക്രട്ടറിയും, കോഴിക്കോട് യൂണിവേഴ്സിറ്റി സെനറ്റ് അംഗവുമായ പ്രൊഫ. എ. എം. കൃഷ്ണനെ എസ്.എൻ. കോളേജുകളുടെ മാനേജർ ശ്രീ. എം. കെ. രാഘവൻ നാട്ടിക എസ്.എൻ.കോളേജിൽനിന്ന് കണ്ണൂർ എസ്.എൻ. കോളേജിലേക്ക് സ്മലം മാറിയിരിക്കുന്നു. മൂന്നാമത്തെ പ്രാവശ്യമാണ് പ്രൊഫ. കൃഷ്ണനെ കണ്ണൂരേയ്ക്കു സ്മലം മാറ്റുന്നതും. നിയമവിരുദ്ധമായി അദ്ധ്യാപകരുടെ അവധി അപേക്ഷകൾ തടഞ്ഞു വയ്ക്കുകയും നിരസിക്കുകയും ചെയ്യുന്ന മാനേജറുടെ അദ്ധ്യാപകഭ്രാന്ത നടപടിക്കെതിരെ കോഴിക്കോട് യൂണിവേഴ്സിറ്റി സെനറ്റിൽ അടിയന്തിരപ്രമേയം കൊണ്ടുവന്നതിന്റെ പേരിലാണ് ഈ അക്കാദമിക് വർഷാവസാനം പ്രൊഫ: കൃഷ്ണനെ സ്മലംമാറിയത്. സ്മലംമാറ്റാനും അവധി അനുവദിക്കാനുമുള്ള അധികാരത്തെ പരമാവധി ദുരുപയോഗപ്പെടുത്തുകയും, തുടർച്ചയായി നിയമലംഘനം നടത്തുകയും, ഗവൺമെന്റ്-യൂണിവേഴ്സിറ്റി നിർദ്ദേശങ്ങളെ കാറ്റിൽ പറ്റത്തുകയും ചെയ്യുന്ന മാനേജർ, നിയമം അനുസരിച്ച് ശിക്ഷാർഹനാണ്. ഈ മാനേജർക്കെതിരെ ശക്തമായ അച്ചടക്ക നടപടികൾ സ്വീകരിക്കുവാൻ യൂണിവേഴ്സിറ്റി അധികാരികളോട് എ. കെ. പി സി ടി എ ആവശ്യപ്പെടുന്നു. □

(Contd from Prge 14)

of similar benefits available to corresponding categories of Central Government employees. The State Governments may consider providing comparable benefits in the light of the statement made in the National Policy on Education 1986.

Anomalies :

29 Anomalies, if any, in the implementation of the scheme may be brought to the notice of the Department of Education in the Ministry of Human Resource Development for clarification.

ANNEXURE-I

SCALES OF PAY OF TEACHERS IN UNIVERSITIES AND COLLEGES

Sl. No.	Designation	Existing Scales of Pay	Revised Scales of Pay
1.	Lecturers	700-1600	2200-75-2800-100-4000
2.	Lecturers (Senior Scale)	Not Existing	3000-100-3500-125-5000
3.	Lecturers (Seletion Grade)	1200-1900	3700-125-4950-150-5700
4.	Reader	1200-1900	3700-125-4950-150-5700
5.	Professor	1500-2500	4500-150-5700-200-7300
6.	Principals of Colleges	i) 1200-1900 ii) 1500-2500	i) 3700-125-4950-150-5700 ii) 4500-150-5700-200-7300
7.	Vice Chancellors	3000 (fixed)	7600 (fixed)
8.	Tutors/Demonstratos (Existing incumbents only)	500-900	1740-60-2700-EB-75-3000

ANNEXURE-II

Formula for fixation of pay in the revised scales

1 Pay in the revised scales should be fixed under this scheme only after—

- (a) every teacher has had an opportunity to decide whether he/she will opt for the earlier scheme (para 18-19); and
- (b) the University or College concerned has made necessary changes in their statutes, ordinance, rules, regulations, etc. to incorporate the provisions of this scheme.

2 The pay of teachers in Universities and Colleges may be fixed in the revised scales of pay in the following manner:

- i) An amount representing 20% of basic pay in the existing scale shall be added to the 'existing emoluments.'
- ii) After the existing emoluments have been so increased, the pay shall be fixed in the revised scale at the stage next above the amount thus computed. Provided that:
 - (a) if the minimum of the revised scale is more than the amount so arrived at, the pay shall be fixed at the minimum of the revised scale :
 - (b) if the amount so arrived at is more than the maximum of the revised scale, the pay shall be

fixed at the maximum of that scale.

Explanation

- i) The "existing emoluments" of a teacher on 1-1-1986 shall include:
- (a) basic pay
 - (b) dearness pay, additional dearness allowance and ad-hoc dearness allowance, if any;
 - (c) Interim relief, if any;
- ii) For the purpose of adding 20% to the existing emoluments,
- (a) the basic pay shall be the pay on 1-1-1986 in the 1973 UGC Scales.
 - (b) when a portion of the total emoluments has been merged with the 1973 UGC scales prior to the 1-1-1986, the basic pay may be reckoned notionally in the 1973 UGC Scales for the purpose of fixation of pay; and
 - (c) Where the 1973 UGC scales have not been implemented, the actual basic pay, provided that the basic pay in this case does not exceed the notionally arrived at basic pay if 1973 UGC scales had been given.

Note : Where in the fixation of pay under clause (ii) the pay of a teacher drawing pay at more than five consecutive stages in an existing scale gets bunched, that is to say, gets fixed in the revised scale at the same stage, the pay in the revised scale of such of the teachers who are drawing pay beyond the first five consecutive stages in the existing scale shall be stepped up to the stage where such bunching occurs, as under by the grant of increment(s) in the revised

scale in the following manner, namely:-

- (a) for teachers drawing pay from the 6th up to the 10th stage in the existing scale-by one increment.
- (b) for teachers drawing pay from the 11th up to the 15th stage in the existing scale, if there is bunching beyond the 10th stage-by two increments.
- (c) for teachers drawing pay from the 16th up to 20th stage in the existing scale; if there is bunching beyond the 15th stage-by three increments.

If by stepping up of the pay as above, the pay of a teacher gets fixed at a stage in the revised scale which is higher than the stage in the revised scale at which the pay of a teacher who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the latter shall also be stepped up only to the extent by which it falls short of that of the former.

3 The next increment of a teacher whose pay has been fixed in the revised scale in accordance with Rule II shall be granted on the date he would have drawn his increment, had he continued in the existing scale:

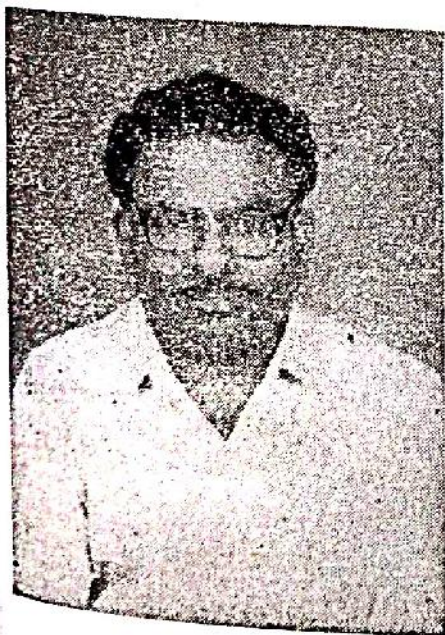
Provided that in cases where the pay of a teacher is stepped up in items of the Note under Rule II, the next increment shall be granted on the completion of qualifying service of 12 months from the date of stepping up of the pay in the revised scale. Provided further that in the case of persons who had been drawing maximum of the existing scale for more than a year as on 1-1-1986 the next increment in the revised scale shall be allowed on 1-1-1986.

[For Illustrations refer KPCT July 1987—
Editor]



പ്രൊഫ. വി.എസ്. മാധവൻ നായർക്ക് സ്വീകരണം

തിരുവിതാംകൂർ ദേവസ്വംബോർഡ് അംഗമായി നിയമിതനായ ഡി. ബി. പമ്പാകോളേജ് മലയാളം പ്രൊഫസർ. വി.എസ്. മാധവൻ നായർക്ക് എ.കെ.പി.സി.ടി.എ. പമ്പാ കോളേജ് ബ്രാഞ്ച് സ്വീകരണം നൽകി. സംഘടനയുടെ സജീവ പ്രവർത്തകനാണ് ഇദ്ദേഹം. സ്വീകരണത്തിന് നന്ദി പ്രകാശിപ്പിച്ചു പ്രൊഫ. മാധവൻനായർ സംസാരിക്കുന്നു.



പ്രൊഫ. എം. സത്യപ്രകാശിന് അനുമോദനം.

പുനലൂർ ശ്രീ നാരായണ കോളേജ് അദ്ധ്യാപകനായ പ്രൊഫ: സത്യപ്രകാശത്തിന്റെ 'തകർന്ന തംബുരു' എന്ന നോവൽ, കേരള അദ്ധ്യാപക കലാ സാഹിത്യ സമിതിയുടെ സംസ്ഥാന അവാർഡിന് അർഹമായിരിക്കുന്നു. ഈ കൃതി നേരത്തേതന്നെ കേന്ദ്ര വയോജന വിദ്യാഭ്യാസ ഡയറക്ടറുടെ പ്രശംസാ പത്രം നേടിയിരുന്നു. പതിനെട്ടോളം കൃതികളുടെ കർത്താവായ സത്യപ്രകാശം സംഘടനയുടെ സജീവ പ്രവർത്തകനും, ഇപ്പോൾ സംസ്ഥാന കൗൺസിൽ അംഗവുമാണ്. എ കെ പി സി ടി എ, പുനലൂർ ശ്രീ നാരായണ കോളേജ് യൂണിവേഴ്സിറ്റി ജനറൽ ബോഡി യോഗം അദ്ദേഹത്തിന്റെ ഈ നേട്ടങ്ങളിൽ ഹാർമോയ അനുമോദനം രേഖപ്പെടുത്തി.

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ലീവ് പാസാക്കാത്തതിനെതിരെ

എസ് എൻ കോളേജുകൾക്കുമുമ്പിൽ ധർമ്മ

അധ്യാപകരുടെ അർഹതപ്പെട്ട അവധി അപേക്ഷകൾ പാസാക്കാതെ ക്രൂരത കാട്ടുന്ന എസ് എൻ കോളേജ് മാനേജർ ശ്രീ എം. കെ. രാഘവന്റെ നടപടിയിൽ പ്രതിഷേധിച്ച് എല്ലാ എസ് എൻ കോളേജുകൾക്കും മുമ്പിലും എ കെ പി സി ടി എ പ്രവർത്തകർ ജനുവരി 16ന് ധർമ്മ നടത്തി. യൂണിവേഴ്സിറ്റി നിർദ്ദേശങ്ങൾ പോലും വകവയ്ക്കാതെ തന്നിടും കാണിക്കുന്ന മാനേജർക്കെതിരെ നിയമപരമായ നടപടികളെടുക്കണമെന്ന് എ കെ പി സി ടി എ യൂണിവേഴ്സിറ്റി അധികൃതരോടും ഗവൺമെന്റിനോടും ആവശ്യപ്പെട്ടു.

പ്രതിഫലക്കുടിശിക തീർക്കാൻ 70 ലക്ഷം രൂപ സർക്കാർ സഹായം

കേരള യൂണിവേഴ്സിറ്റിയിൽ പരീക്ഷാപേപ്പർ നോക്കിയ അധ്യാപകർക്കുള്ള പ്രതിഫല കുടിശിക കൊടുത്തു തീർക്കുവാൻ സർക്കാർ 70 ലക്ഷം രൂപ പ്രത്യേക ഗ്രാൻറായി അനുവദിച്ചിരിക്കുന്നു. യൂണിവേഴ്സിറ്റിയുടെ സാമ്പത്തിക ബുദ്ധിമുട്ടുകൾ പരിഹരിക്കുന്നതു സംബന്ധിച്ച് സിൻഡിക്കേറ്റംഗങ്ങളും ക്യാമ്പിനറ്റ് സബ് കമ്മിറ്റിയും തമ്മിൽ നടന്ന ചർച്ചകളുടെ അടിസ്ഥാനത്തിലാണ് ഈ തീരുമാനമുണ്ടായത്.