

**HARYANA FEDERATION OF UNIVERSITY AND COLLEGE TEACHERS' ORGANISATIONS  
(HFUCTO)**

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**Dated:27-07-2012**

To

**The Chief Minister,  
Government of Haryana,  
Chandigarh.**

**Sub: Implementation of UGC recommendations and Haryana govt. notification dated 21July, 2011 for university and college teachers.**

Hon'able Sir,

Most respectfully, we wish to submit that regarding the implementation of UGC/MHRD recommendations in Haryana, on 17 May, 2011, an agreement was reached after long discussion with the officials of higher education dept. Haryana. The agreement covered most of the pending issues pointed out by teachers' representatives as 'deviations' from UGC/MHRD. But many vital issues have not been notified as per agreement and understanding reached on May 17, 2011. We have met the govt. officials many times during the last one year and submitted memorandum to you but all our efforts went in vain. We further submit that almost all the points given in Haryana Govt. notification dated 21 July 2012 have not been implemented so far. We would like to submit for your kind information that most of the recommendations of UGC which are yet to be implemented are related with maintenance of standard and improvement in quality of higher education in Haryana. Already 06 years of the duration of 6<sup>th</sup> pay commission have passed and Haryana Govt. is yet to implement many important recommendations of UGC. Large scale resentment is prevailing among the university and college teachers of Haryana.

**Therefore, It is submitted for your kind information that university and college teachers of Haryana will express their resentment by wearing black badges on 01-08-2012, organize protest dharna in universities and colleges on 13-08-2012 and submit memorandum to Hon'able Governor and state level hunger strike on 25-08-2012 at KUK. This decision was taken in the meeting of HFUCTO Executive Committee held at KUTA office KUK at 04 pm on 24-07-2012.**

We again urge you to intervene to resolve the following deviations/anomalies so that justice is done to all the sections of university and college teachers and academic environment can be saved from disturbances.

1. Implement Haryana Govt. notification dated 21July, 2011
2. Advance/Additional increments for higher educational qualifications like PhD/MPhil/MTech/LLM etc. should be notified as per UGC.
3. The post of professor in colleges is a vital recommendation of UGC and a broad understanding was reached that it is in the long term academic interest of higher education in Haryana. We urge you to ensure its immediate implementation.
4. Pay fixation of directly recruited readers and lecturers (selection grade) and directly recruited professors should be as per UGC letter dated August 26, 2010. i.e Rs. 23890+Grade pay & Rs 43000=grade pay respectively.

5. The no. of publications for recruitment of professors should be as per UGC i.e. 10 books/ research papers.
6. The API system should be implemented with effect from 2012-2013 as during the current session i.e. 2011-2012 API system is in process. It has yet to be prepared and communicated to the teachers.
7. Withdraw the clarification denying benefit of additional increments for acquiring PhD/Mphil while in-service to teachers in pay band IV.
8. The workload should be mentioned as per UGC.
9. Repeated reference of 'as decided by the state Govt. from time to time' should be deleted from Haryana Govt. notification dated 21 July,2012.
10. Study leaves& Duty leaves for pursuing higher educational qualification and attending seminars, conferences, workshops etc. respectively should be given to college teachers also.
11. The sentence mentioning necessary 'space and infrastructure' provided by university/college should be included in Haryana Govt. notification as necessary condition for stay hours.
12. Give benefit of child care leave to all university and college teachers of the state.
- 13.The Age of superannuation should be as per UGC i.e. 65 years.

**Issues which are important for improving higher education in the state.**

14. Restructure State Higher Education Council on pattern of Andhra Pradesh and Kerala.
15. Restore universities autonomy by repealing the
16. Appointments of VC's and Registrars of universities as per UGC guidelines.

All the above mentioned issues are very important for attracting talented & efficient teachers in higher education in Haryana and are essential for providing opportunity to the teachers to update their knowledge by acquiring higher education. The maintenance of standard of higher education in the state actually depends upon following UGC norms on these issues. .

You are requested to kindly intervene in this matter so that UGC recommendations are implemented in true spirit.

Dr.Pradeep Chauhan

Prof.Attar Singh

- Copy to:
1. Education Minister, Govt. of Haryana
  2. Chief Secretary, Govt. of Haryana
  3. Financial Commissioner and Principal Secretary, Higher Education, Govt. of Haryana.