

AIFUCTO

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अखिल भारतीय विश्वविद्यालय एवं
महाविद्यालय शिक्षक महासंघ
ALL INDIA FEDERATION OF UNIVERSITY
&
COLLEGE TEACHERS' ORGANISATIONS
(Regd. Under Act XXI of 1860)

Ref.....

Date.....

22nd November, 2021

To,
Dr. D.P. Singh
Chairman, University Grants Commission,
Bahadursaha Zafar Marg,
New Delhi- 110 002.

Sub. : Memorandum of AIFUCTO regarding RC/OC and Compulsory Ph.D.

Dear Sir,

Warm Greetings and Best wishes from AIFUCTO.

On behalf of AIFUCTO, I would like to draw your urgent attention to the following crucial teachers' issues.

1). The UGC has notified its Regulation 2018 on 18-7-2018 incorporating many of our demands and expresses its concern for the incumbent teachers, mentioning "However to avoid hardships to those faculty members." (6.3, p.77). It also gives extension of time to complete Orientation Course and Refresher Course.

The state governments without understanding the spirit of UGC 2018 regulations are trying to interpret it to the disadvantage of teachers. They implement the conditions for CAS retrospectively. Also, as per the UGC Regulations 2018, the incumbent teacher has to complete additional Refresher Courses (Level 10 – 11, entry level PhD, has to complete One RC in addition to One OC; Level 12 – 13A, has to complete One RC) which were not mentioned in the previous regulation. Hence, these additional RC conditions cannot be implemented retrospectively, as the incumbent teachers were denied permission by the institutions to attend these additional RC's, as the state governments failed to implement 2018 Regulations in time. Further many of the teachers found it difficult to gain admission to RC, as the number of seats have been strictly restricted to 40 per batch, and in getting permission to avail On-Duty from college managements during the non-vacation period to attend the RC. Hence, it is requested to give suitable instructions to the state governments.

i). The incumbent teachers those who have completed the specified years of service for CAS after 31-12-2018 shall be given relaxation for completing OC / RC up to 31st December, 2021.

ii). It is requested to approve more number of centers to conduct such courses or increase the number of intake to the courses so as to enable all the teachers to complete the course within the period of time extension.

2). The Ph.D. degree is made mandatory qualification for the promotion of Associate Professor (Level 13A) and Professor (Level 14). The incumbent teachers those who are without PhD degree are greatly affected by this unwarranted condition. While all the teachers are not given equal opportunity for pursuing PhD degree on various grounds, it is requested that

- a. The incumbent teachers, who have completed the specified years of service to move to the Level 13A or 14, may kindly be exempted from the condition. The privilege is requested to those teachers who don't have sufficient time to complete the degree.
- b. The state governments without understanding the spirit of UGC 2018 regulations are adopting the central government GR dated 08.03.2019, paragraph no.12, that the incentive structure having been built in the pay structure itself, there would be no incentive in the form of advance increments for obtaining the degrees like Ph.D. or M.Phil. or Post Graduation degree in professional courses. As per the UGC Regulations 2018, it is imperative that the advance increments be granted from the date of appointment for college teachers and hence it is requested to give suitable instructions to the state governments.

On behalf AIFUCTO. I would like to request to consider the views point of AIFUCTO on a priority basis in the larger interest of university and college teachers

With kind regards,
Yours sincerely,



Prof. Arun Kumar
General Secretary